1972

The Labour Gazette

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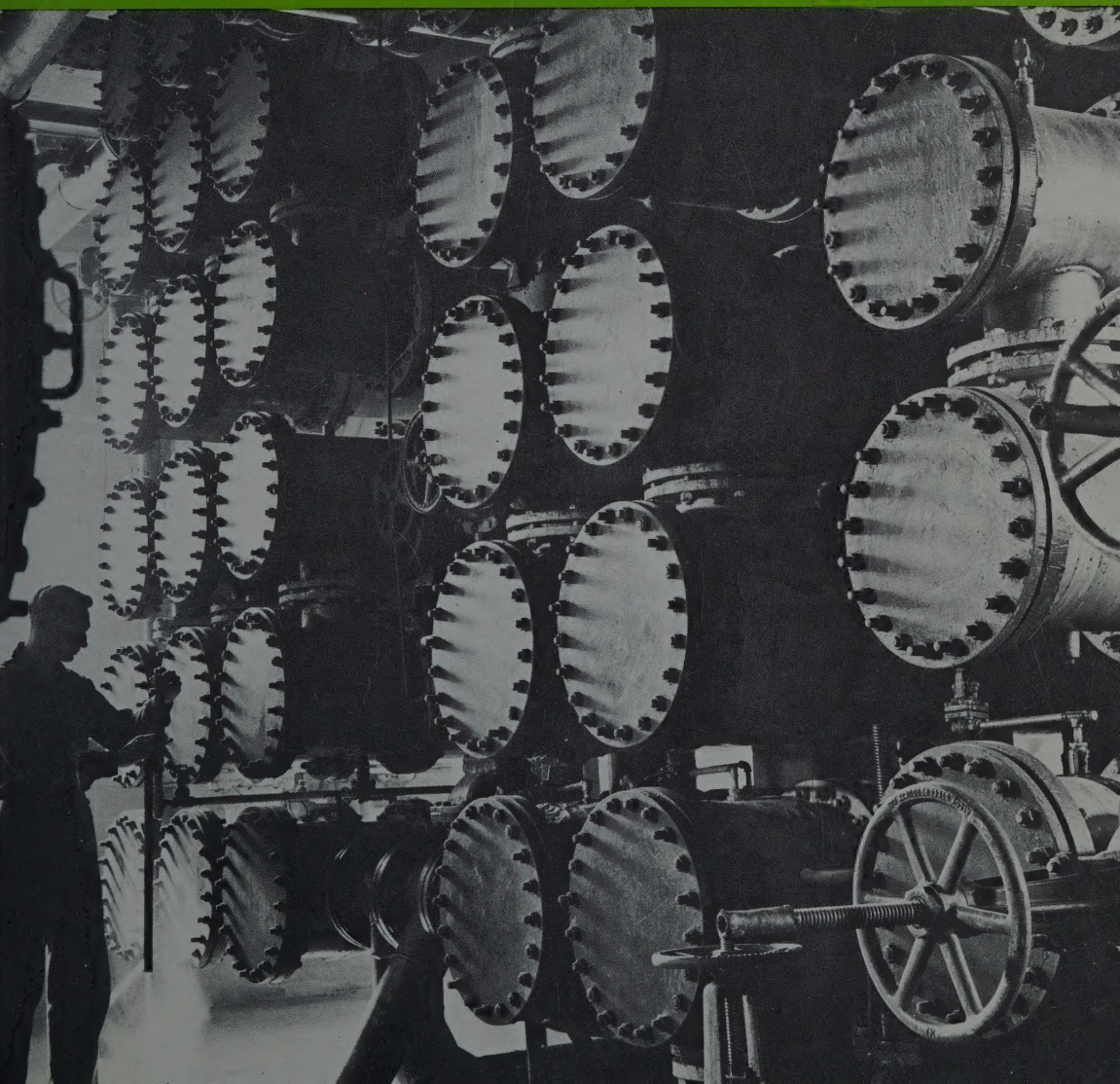
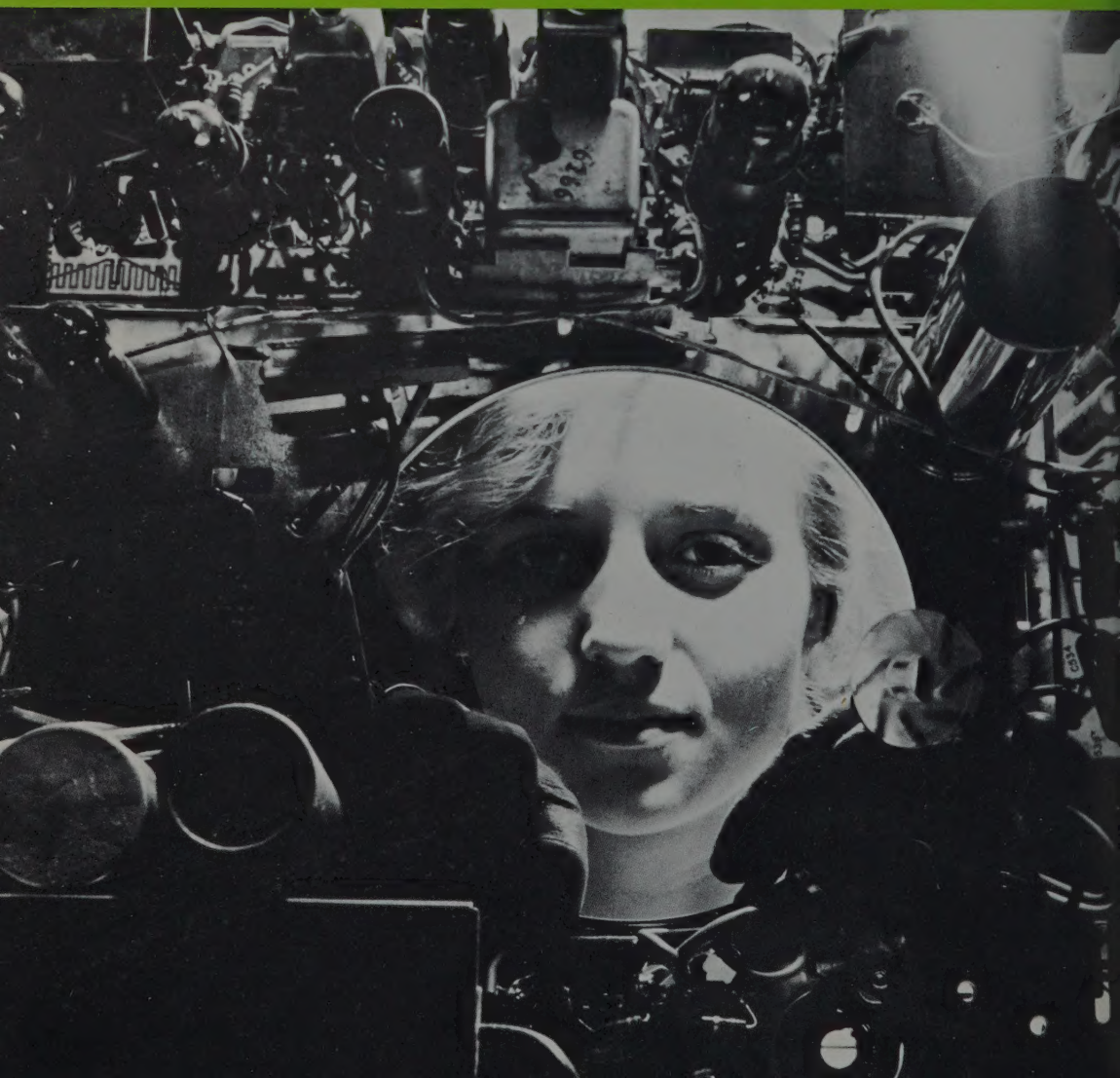


In this electric age that we live in, the psychopath may well be the only person truly at home, says Marshall McLuhan. People living in this new sea of electric information still seek to find the action in the old element of specialist job education and job training, and these are no longer relevant. This provocative view and other views appear in "The Electric Age: Will The Worker Be Left Behind?" p. 167.



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da Department of Labour

2, No. 4 / April 1972

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Labour Canada Travail Canada

News briefs

■ **W. P. Kelly is the new Assistant Deputy Minister for Industrial Relations in the Canada Department of Labour.** Kelly had been Director of the Department's Conciliation and Arbitration Branch since October 1966. In his new position Kelly replaces Bernard Wilson who became Deputy Minister of Labour in 1971.

Before joining the Department in 1966, Kelly was vice-president of the Brotherhood of Railroad Trainmen and served on the Executive Committee of the Canadian Railway Labour Executives' Association. In Decem 1971, Kelly received the Merit Award of the Public vice of Canada for his work in reorganizing the dep ment's conciliation service by promoting preven mediation through the use of industry specialists (Feb., p. 54).

■ **Net earnings of self-employed doctors in Canada eraged $30,861 in 1969, according to a report by the partment of National Health and Welfare.** The ris 7.8 per cent over 1968 was equal to the average an rate of increase over the preceding 10 years. Of all o pational groups identified by the Department of tional Revenue, self-employed physicians continue receive the highest net income from all sources. T also continued to widen the gap between their inc and that of other self-employed professional groups.

The study, **Earnings of Physicians in Canada, 1 1969,** was based on grouped income tax data. It sh that doctors having a net income greater than $15, which included the great majority of full-time practi physicians, had average net professional earning $35,951 in 1969. Average gross earnings before penses were $46,328 for all doctors, an increase of per cent over 1968. The average annual rate of incr in the period 1959-1969 was 7.3 per cent. Gross e ings of physicians with net incomes of $15,000 and n averaged $53,281.

■ **The appointments of Dr. Luc Martin of the Un sité de Montréal as principal of the Labour Colleg Canada and Miss Jean Bezusky as the Labour Colle associate registrar have been announced by Joe Mo Chairman of the College's board of governors.** Dr. M tin, 31, is associate professor at the department of ology, Université de Montréal. He has taught socio at the Labour College for five years and was princ of the College for the 1971 session. He has a docto from the Ecole Pratique des Hautes Etudes, Paris, also acts as a planning and development consultant.

Miss Bezusky, 27, a graduate of the Labour College been working for the College since 1968. Until her pointment she was assistant to the College's regis Prior to that she worked for the Canadian Nati Railways and held various elected offices at Local of the Canadian Brotherhood of Railway, Trans and General Workers. She is studying for a Bachelo Arts Degree in political sociology at the Sir George liams University, Montreal.

nadian professionals are still emigrating to the States in spite of the job slump there. According Technical Service Council, an industry-sponsored ent service set up to combat the brain drain, 4,530 sional and technical and kindred workers emi- from Canada during the last fiscal year, com- with 4,573 a year ago. Immigration may have ned recently. Since February 1971, professionals ting to the United States have been required to a U.S. job. Doctors, nurses and medical tech- s are the only exception.

test emigrants from Canada included 206 accoun- 114 chemists, 626 engineers, 1,021 nurses, 474 s, 419 teachers and 117 other scientists. The num- engineers and scientists decreased 25 per cent red to the same period last year. The brain drain vn sharply from 1968, when 1,764 engineers d South. The figures do not reflect transfers of gers and other staff from Canadian plants to can parent companies. These transfers once nted to 20 to 25 per cent of total emigration. U.S. otive companies have recruited less frequently in la, so this figure has probably decreased.

timated 50 per cent of the professionals emigrat- e Canadians who have an American spouse, child, r or father. Many Canadians who took post-grad- tudy at American universities married while there, re thus free to return without meeting the job re- nents. The U.S. draft continues to deter young lians, so very few new university graduates emi- Thus, most emigrants are believed to be experi- people.

ny American engineers and scientists have been ff by aerospace firms that The Engineers Joint il estimates engineering unemployment at a 4.7 per cent. More than 24,000 engineers are be- to be out of work or in stopgap non-professional Canadians seeking U.S. jobs thus face keen tition.

d numbers of job-hunting American engineers xecutives are applying to Canadian companies lacement services. A recent advertisement in a York paper brought 77 replies for a Toronto sales gement job.

s on the number of engineers immigrating to la in 1971 are not yet available, although a de- is likely from the 1970 figure of 2,186. Many, however, were from countries whose universities are not recognized by Canadian professional societies. In addition, because of different methods of classifying immigrants, Canadian statistics may not be comparable to American ones.

Emigrating to the U.S. in the 16 years ended 1971, were 15,185 engineers, 1,931 chemists and 1,918 other scientists. During the same period, all Canadian universities graduated only 39,749 engineers.

Job-hunting professionals are increasingly concerned with the quality of life. Racial problems, congestion and Vietnam have deterred some Canadians from emigrating to the United States, according to N. A. Macdougall, TSC General Manager. Higher salaries, a greater choice of jobs, opportunities in specialties not available in Canada, and better research facilities will continue, however, to attract Canadians over the long terms. And industrial openings for Ph.D.s and M.Sc.s in engineering and science have decreased here at a time when research-oriented men are graduating in record numbers. Emigration of many of these professionals is likely when the American job market turns up.

■ **Michael McGeough, aged 87, a long-time official of the British Columbia Labour Department, died in January.** In the 1930s, he was chief liaison officer and director for British Columbia of the joint federal-provincial unemployment relief system and one of the first members of the provincial labour services department, formed in the mid-1930s. During World War II McGeough travelled throughout Canada to organize war labour boards and was chief executive officer of the British Columbia board. Later, he was in charge of the provincial labour department's Vancouver office, and after his retirement he served on many conciliation boards and was also a special consultant to the provincial Workmen's Compensation Board.

■ **R. J. Keefe, aged 60, President of the Canadian Seafood Workers Union has died.** Keefe started his career working as a labourer in Halifax and Canso, Nova Scotia fish-processing plants. He had been President of the 2,500-member union since its inception in the 1940s.

■ **Farmers and fishermen about to enter the labour market are among the main beneficiaries of amendments to the federal government's mobility program for workers.** Under the new Manpower Mobility regulations, effective January 20, 1972, a self-employed worker is now eligible for mobility grants if he finds he is not able to make a living from his business and is discontinuing ownership to seek other work. The new regulations establish uniform dependency allowance rates from coast to coast for workers who qualify for an exploratory grant and need assistance to support their families while they are looking for work. The new rates are: $20 a week for one dependant, $30 for two dependants, $40 for three dependants and $50 for four or more dependants.

Another change affects workers who have already found a job on their own and need financial assistance to relocate their families. Such workers are now considered for a relocation grant, provided that they apply before they relocate their family and within three months after commencing work in the new area. Previously, workers had to apply for a relocation grant before they began working in the new locality. In addition, the new regulations permit relocation grant recipients to qualify for a home-owner's allowance to sell or purchase a house anytime within 12 months after a grant has been authorized. Previously a worker could not qualify for a home-owner's allowance if he sold or bought a house before he had actually relocated in the new area.

■ **An additional $50 million in federal funds has been allocated to the Local Initiatives Program, Manpower and Immigration Minister Otto Lang has announced.** This amount, to be provided for proposals submitted by private and community groups, will supplement the $100 million Local Initiatives Program, which included $50 million for municipal projects and $50 million for private initiatives.

Private applications have been outnumbering municipal proposals at the rate of almost three to one. As of January 10, the Department had received a total of 4,741 private applications, of which 898 had been approved in an amount of more than $26 million. By comparison 1,792 municipal applications resulted in 408 approvals for an amount of almost $12 million.

■ **Dan Cocklin, National President of the Union of National Defence Employees, died in January.** Cocklin had served as President of the Public Service Alliance's largest component since 1969. He worked for the Department of National Defence for more than 29 years and was a former president of the Ottawa-Hull area council of UNDE.

■ **All jurisdictions in Canada have minimum wag islation but some have recently increased or are ab increase the minimums.** Here are the general h rates for experienced adult workers, applying to types of employment: federal, $1.75; Alberta, $ British Columbia, $1.50; Manitoba, $1.65; Brunswick, $1.40 as of March 1, 1972 and $1.50 January 1, 1973; Newfoundland, $1.25 (men) and (women); Nova Scotia, $1.35, $1.25 (men) and $ $1.10 (women), according to zone and a province- rate applicable to both sexes of $1.55 from July 1, and $1.65 from July 1, 1973; Ontario, $1.65; Princ ward Island, $1.25 (men) and 95 cents (women); bec, $1.50; Saskatchewan, $1.70 now and $1.75 July 1, 1972; Northwest Territories, $1.50; and Y Territory, $1.75.

■ **As of January 26, 1,477 agreements under the ada Manpower Training-on-the-Job Program had approved, providing 6,878 winter jobs** at a federal co $9,265,129. Introduced in October as part of the ada Works Special Employment Plan, the program received an allotment of $20 million. Employers pa pating in the program hire and train previously u ployed workers—all of whom are hired through Ca Manpower Centres—for a minimum of three a maximum of 12 months. The employer is reimbu for 75 per cent of the trainee's salary or an equiv tax incentive. Projects approved under the progra clude training for both skilled and unskilled work ranging from boat-builders and steelworkers to pilots.

■ **Two provincial governments have made change their labour portfolios.** Ontario has named Fern Guindon as Minister of Labour, replacing Gordon ton. Guindon was formerly the Minister of Tourism Information in the Ontario Cabinet. In Québec, manpower section of the Department of Labour Manpower has been taken from the department. minister will be Jean Bienvenue, who is also Immi tion Minister. Up to now, Bienvenue has been a ister without portfolio attached to the fina department.

■ **F. A. Armstrong of Winnipeg has retired from position as General Vice-President and Administrato Canadian Affairs for the Brotherhood of Railway men.** Replacing him will be Jean-P. Raymond. mond was formerly general chairman of the uni Joint Protective Board of the CN system. The Canad office of the union will now be located in Montreal.

bour relations around the world

major new reference work has just been published e International Labour Office as part of its cam- to reduce the worldwide toll of accidents at work f occupational diseases. ILO estimates reveal the of the problem: Some 100,000 workers are killed cidents every year, millions are injured, and hun- of thousands are afflicted by occupational dis- The first volume in English of the **Encyclopedia of pational Safety and Health** is now available and econd is being printed. A French version will be shed in 1972-73, and a Spanish version is being ared. Available from: International Labour Office, 211 Geneva 22, Switzerland. 753 pp. Price (two nes complete): $45.

y measures in abattoirs and airports, arsenical can- precautions against agricultural machinery and al- —these are some of the entries under the letter "A" g the hundreds of articles that make up the en- pedia. Seven hundred specialist authors in more 60 countries and 10 international bodies, including World Health Organization, give authority to this work, which updates and broadens the coverage of ncyclopedia entitled **Occupation and Health,** which LO published in 1932.

new encyclopedia, like its forerunner, is a practical ing tool and not an academic publication. It is de- d not only for specialists but also for welfare and onnel departments in larger and medium-size en- ises, managers of small enterprises, trade unions workers' education institutes, labour, industry and ulture ministries, labour inspection services, social ity organizations and all those with a broad con- for the worker's well-being.

subject is studied from the following points of workers, industries, working operations and oment, occupational hazards, and preventive meth- The articles are in alphabetical order, and each in- s an international bibliography. The encyclopedia ustrated by photographs, diagrams and line ings.

■ **Paid educational leave as a social right has been recommended by 28 specialists who recently discussed the subject at the International Labour Office in Geneva.**

Technological and social change, changes in economic conditions, and people's requirements for cultural development have made permanent education and training a real need in modern society, the group noted. For the worker and his employer, for the economy and for society at large, paid educational leave could form the response to this need. In the group's opinion, each worker should have the chance for social and personal development, and to be free for this during normal working hours without suffering financial or other loss in his conditions of work. The experts considered paid educational leave to be truly a social right, although they recognized that its effective application must often be gradual.

Minimum rights of paid educational leave should be established by law or collective agreement. Arrangements for paid educational leave should take into account the suitability of the program, the needs of the organization, and the needs of the workers. Arrangements should be the joint concern of the public authorities, workers' and employers' organizations and the institutions providing education or training. Adequate systems of counselling and information should be established. The cost of programs should be met by the public authorities and employers; workers' organizations might be asked to contribute in the case of trade union education.

■ **The U.S. Pay Board believes that a ceiling of $1.90 for exemption of hourly pay from wage controls is too low.** Pay Board members, however, can't agree on another figure. The Congress had ordered the Cost of Living Council to make exemptions for the working poor from economic controls. The labour member of the board suggested an exemption of $3.50 an hour, the public members suggested $2.20 an hour; business members of the Board were satisfied with the $1.90 an hour, but all three suggestions were rejected.

■ **Otto Kersten has been named acting General Secretary of the International Confederation of Free Trade Unions.** Kersten, 43, has been head of the International Department of the German trade union federation (DGB) since 1965. He replaces Harm Buiter who resigned from the position last September for health reasons. Kersten has served on a number of ICFTU committees and as workers' representative on the supervisory board of Hoesch Huttenwerk AG, one of Europe's largest steel plants. He has served also as trade union secretary to the European Trade Union Secretariat and as executive general secretary of the Consumers' Committee of the European Economic Community.

Kersten will serve in the position until the next Congress of the ICFTU, which will be held in London from July 10-14.

Otto Kersten

■ **Hitachi Ltd. and several other Japanese compan have adopted layoff programs to deal with reduced lev of production following the 1971 monetary crisis.** T present programs are based on collective agreeme and most stipulate that laid-off employees will be gu anteed between 80 and 100 percent of their wages d ing the layoff period. Although employers can dism workers, allowing them to receive unemployment ins ance benefits of 60 per cent of their wages, many e ployers want to retain the workers during the slowdow in case of a subsequent labour shortage. Employers electrical machinery, textile and chemical industries a using such layoff programs.

Other companies see such a plan as a financial burde They have proposed a plan to subsidize employers w guarantee 100 per cent of wages for the laid-off work by reimbursing them from the Unemployment Ins ance Fund with an amount equivalent to 60 per cent the workers' wages.

■ **There were 398 registered trade unions in Britain the end of 1970, says the report of the Chief Registrar. Friendly Societies.** This compares with 491 unions 1960. This was the final report of the Chief Registrar, the 1971 Industrial Relations Act established the off of the Registrar of Trade Unions and Employers' As ciations. The membership of unions at the end of 19 was 9,277,000 (with 1,983,000 of them women), co pared with 8,753,000 in 1969. The largest increases w in unions in the metal, engineering and vehicle ind tries; in general labour organizations, and in local g ernment service unions. At the end of 1970, there w 72 associations of employers, compared with 75 in 19 and 93 in 1960.

■ **More working days were lost through strikes in B ain during 1971 than in any other year since the gene strike of 1926.** For the first 11 months of 19 13,215,000 working days were lost, compared w 10,980,000 days for all of 1970. In 1968, the figure w 2,398,000. Most of the days lost, however, were duri the first three months of the year when the ba against inflation was at its height and unions were s fighting new labour legislation. As well, strikes at Post Office and the Ford Motor Company caused m of the days lost.

Equality of opportunity, more leave in special circstances, expansion of part-time employment opunities, and facilitation of a return to work after doic responsibilities are completed are the four main mmendations of a British civil service study entitled **Employment of Women in the Civil Service.**

ommittee, set up in 1970 to study the position of nen in the civil service, found that the civil service vided one of the best careers open to women but gested the four above changes. The committee found s where posts were reserved exclusively for men or nen but, after approaching the departments in- ed, the restriction of jobs to men in many important s has been removed. Since 1962, pay has been the e for men and women in most grades, and the re- nder will be brought into line by 1975.

nough the committee found that, in promotions, t departments treated women fairly, there was some udice especially in areas where women had not tra- onally worked. They suggested that, wherever prac- ble, departments should arrange for promotion rds to consist of both men and women.

committee believes that the civil service should en- vour to provide more part-time posts at all levels for nen who have been trained and who have acquired uable experience but who cannot work full-time be- se of family responsibilities. A survey of part-time sibilities carried out by several departments indi- d that there were many opportunities for such work.

setting up of a nursery outside London for civil ser- ts' children was recommended. For women with dren under school age, fees would be fixed in rela- to salary but with a maximum equivalent to the nomic costs. For mothers with school children, de- tments were urged to consider sympathetically ap- ations for unpaid leave during school holidays. And ere a woman has elderly or infirm dependants, every rt should be made to help her cope with her respon- lities while she continues to work.

resent trends continue, the committee said, it is bable that many women in the future will return to k when their children are old enough to allow them o so, and they will usually have about 20-30 years of king life ahead of them. Arrangements for a return to the civil service, however, still reflect the attitude that such a step is exceptional. The committee believes not only that fundamental changes are needed in the civil service, but also that all employers must be prepared to plan a career pattern for women that includes a break in service.

On receiving the report, Lord Jellicoe, Minister in charge of the civil service, promised detailed discussion of the report and said that there would also be consideration of how far the recommendations should apply to men with domestic responsibilities similar to those described for women.

■ **Recommendations for future action by the International Labour Organization to combat occupational cancer were made by a group of 11 experts from eight countries who met at the International Labour Office in January.** The experts reviewed also the evidence pointing to cancer-producing action of various substances, including both those whose effect on man has been proved, and those for which only experimental proof has so far been obtained. From the point of view of prevention, two classes of substance could be defined, the experts noted. The first included those for which substitute products should be sought, and whose production and use should be subject to licensing by a competent authority; the second covered substances for which special preventive and protective measures were necessary.

The experts felt that the ILO should take positive action to contribute to more widespread knowledge, particularly in industry, of the problems related to the prevention of occupational cancer. Governments and industries should be provided with detailed descriptions of methods of control and prevention. These should apply to technical and industrial hygiene measures as well as to medical measures. The preparation by the ILO of a code of practice or manuals on the subject was also recommended.

50 years ago

The adoption of the 40-hour week, the three-shift plant, a U.S. study into industrial relations, the annual convention of the New Brunswick Federation of Labour, the cost of living—1922 style—female telephone operators, child "slaves" in Persia, and the Catholic Workers of Canada, were some of the topics reported in The Labour Gazette of April 1922.

■ **The Ford Motor Company announced the adoption of the 40-hour week as a permanent policy in all its plants.** Under the plan, the factories were to be closed on Saturdays and Sundays and about 3,000 men added to the total workforce. The change affected approximately 50,000 employees who continued to receive the minimum wage of $6 a day, but would work five 8-hour days a week. New employees, however, received the pre-war minimum wage of $5 a day.

■ In the same vein, **investigators of the American Engineering Council of the Federated American Engineering Society recently completed a survey of the larger U.S. "24-hour industries"** to learn whether the three-shift plan of operation was economical, efficient, and popular with the worker. The Society found that: "three-shift plants have maintained themselves in the same markets with two-shift plants. Even during the very serious depression of 1920-21 and the strong temptation and tendency to link reduced wage rates w lengthened hours, very few plants have gone back fr 8-hour to 12-hour shifts. There have been instance all types of continuous industries that have gone three shifts with striking gains in efficiency, either in ductions of the number of men required per shift through increased output, or through heightened ciency in other ways. Taking the continuous plants whole, the immediate effect of going to three sh probably will be a substantial increase in labour ciency, but not so great an increase—barring exceptio plants—as to permit the paying of as high weekly wa as men would receive for 12 hours work, without creasing costs. But it would be possible without incr ing costs, to pay the men a weekly wage which, o they had become used to the 8-hour shift, they wo much prefer to the alternative of a 12-hour day and hour wage."

■ **The New Jersey Chamber of Commerce establis a Bureau of State Research that was turning out w was claimed to be the most competent work on indus relations known in the United States at the time.** committee on industial relations, which had just iss a new report, was composed of representative busi men. Their findings were unanimous and were adop by the Chamber. Labour difficulties, in the opinio the writers of the report, mainly spring from three se rate sources; the issue of wages and profits; the issu the employer's claim to complete power of control labour's democratic aspirations; and the issue of abu such as the arbitrary conduct of management on

e side, and sabotage and ill treatment of non-union our on the other. For dealing with these questions, writers of the report outlined certain policies which y grouped under three heads: constructive arrangents within the shop aiming at harmony of interest l active co-operation; industry-wide constructive argements; and the policy of stamping out the unions l placing absolute control in the hands of the emyers. The New Jersey Chamber of Commerce was phatically against this last method, and thought it uld be avoided at all costs. "This militant tendency," tated, "seems to make a strong appeal to many emyers at this time of business depression. A movement ow on foot which, misusing the name of Open Shop l American Plan is smashing labour organizations oughout the country by locking the union out and cibly deunionizing the workmen. Together with the ises of unionism this movement is destroying the structive substances of unionism and stifling the just nocratic aspirations of the workmen. It is underning the confidence of labour in employers and ruinthe foundation for co-operation between them."

About 60 delegates, including two women, attended annual convention of the New Brunswick Federation Labour held in Moncton. Two members of the execue had been asked to act on a commission to consider islation on the minimum wage and mothers' allowces. A committee had visited the New Brunswick hydro-electric works at Musquash and found that in their opinion wages were too low and board excessively high. As a result of their investigation, the manager promised to reduce the board from $8 to $7 a week, but stated that if wages had to be increased, some of the men would have to be replaced by machinery, so the wage matter was not pressed. Among the proposals submitted to the convention were resolutions requesting that: the provincial government pass minimum wage laws for women and children, and a mothers' pension or allowance law; the provincial government amend the New Brunswick Electric Power Commission Act of 1920 to make it unlawful for either the Commission or any municipality being supplied by the Commission to sell power to any private person or corporation for distribution for profit; the provincial government amend the Workmen's Compensation Act to provide that, in case of death, payments to widows and children be $30 and $7.50 a month respectively, and adequate minimum monthly payments be established, and to amend the act to provide a minimum weekly indemnity in case of accident of not less than $10; representation be made by the Minister of Labour to the management of the Canadian National Railways that, on all public work undertaken by the Canadian National Railway system, the hours prevailing and rate of wages of the locality at the time should be the standard; white girls be pre-

vented from being employed where there were employees of the yellow race; and master plumbers desiring to do business in New Brunswick be compelled to take examinations, and all journeymen plumbers be licensed and compelled to undergo examination under a provincial sanitary engineer.

Other resolutions were adopted protesting against the exportation of Canadian goods through foreign ports, and urging that more protection be given labourers on staging and hoisting jobs, and that a section of the New Brunswick Health Act governing the storage of foodstuffs for sale be enforced. The convention condemned the system of governing the crown lands by commission, believing that the representatives of the people should control and appoint the employees of the people. The convention requested the incoming executive to endeavour to secure legislation respecting mothers' allowances and a minimum wage for women, and to safeguard the existing compensation law while endeavouring to secure improvements. It requested also that organized workers having interest in co-operative stores see that these handle union label products insofar as they could do so without financially embarrassing their organizations.

■ **The 1922 family paid only $10.54 for an assortment of 29 staple foods bought during the month of March.** Food prices were down compared with $13.23 for March 1921 and $15.98 for March 1920. Most breadwinners of the day were making well over $100 a month, and when you consider that the total cost of food, fuel and rent averaged $20.96, there was more than enough left over for savings and the occasional luxury.

■ **Regulations governing the wages paid to female telephone operators were issued during March** by the Ontario Minimum Wage Board, and became effective on May 15, 1922. The regulations established various rates according to the status of the employees and the population of the communities served. In the more sparsely populated districts throughout the province, the minimum wage rates were based upon the number of subscribers connected with the exchange. Inexperienced female employees over 18 years of age were considered experienced after one year, and girls under 18 after two years experience. Toronto employees who were over 18 and experienced were to receive $12.50 a week; inexperienced girls over 18 received $10 a week for the first six months and $11 for the last. Girls under 18 were paid in wage levels from $8 to $11. In rural areas inexperienced operators received $5 to $9 a week.

■ **The International Labour Office received infor tion that very young children were being employe certain carpet factories in Persia,** and women and dren were compelled to work long hours for s wages and under extremely unsanitary conditions. uncomfortable position they were obliged to assum making carpets resulted in atrophy of the arms and and other disorders. The ILO sent a protest to the sian Minister for Foreign Affairs through the first sian delegate to the second Assembly of the Leagu Nations. After the protest was received, the Per Minister in Switzerland forwarded to the ILO a cop a telegram from the Persian Minister of Foreign Af stating that local authorities had been requested to force the following rules: work must be volunt eight-hour day; no employment of children under workers to leave factory at midday for rest; hea work sites and pure air; and comfortable work seats working in a normal position. The telegram stated that the authorities were requested to regulate wages and welfare of workers.

It was later reported that a committee had been i tuted at Kirman, urging employers to conform government proposals to improve the lot of the ca making workers. The regulations were based on the lowing principles: complete liberty and rights on sides in regard to the conclusion of labour agreem registration of labour agreements; introduction of compulsory 8-hour day; provisional increase of 5 cent in wages; weekly rest; and holidays on festi Employers guilty of violating these regulations wer be held responsible and subject to legal action.

■ **A delegation from the Confederation of Cath Workers of Canada called on the Minister of La and other members of the federal Government to req action on resolutions passed at their convention in Québec. The resolutions proposed: recognition by Government of the right of the Confederation to be resented upon committees, commissions and confere that the Government appoints, patronizes or conve printing in the two official languages the paper m and stamps issued by the Government; prohibition o foreign immigration during a period of three years cept farm immigrants; to restore in the federal law cerning Sunday observance the following holidays t compulsory and observed like Sundays by the Cath of the country: New Year's Day, Epiphany, Ascen Day, All Saints' Day, Immaculate Conception Day, Christmas; and the adoption of measures to put a sto the unemployment crisis. The Minister promised to the requests careful consideration.**

he electric age: will the worker be left behind?

ollective bargaining is dying, and many people close t think it is, says Dr. John Crispo, University of To-to professor and industrial relations specialist, all is left of free enterprise dies too. "It will be the th of our kind of society as we know it," Crispo told ie 500 delegates attending the Annual Conference of Ottawa chapter of the Public Personnel Association ently.

ssuming our present socio-economic-political system vives, unions have two realistic options—straight iness unionism, pork chop unionism, the Samuel mpers type of unionism personified, which means more, more, more and reward your friends and punish your enemies, and secondly, a combined business and reform unionism, primarily through political action," he said. "The more extreme and unrealistic options include combined reform and business unionism with emphasis on reform and with some pork-chopism to hold members' loyalty, and the radical or revolutionary type of unionism that preaches 'Down with the System', with unionism no more than a means to that end. Except perhaps in Québec, I predict varying combinations of the first two alternatives in the foreseeable future."

The philosophy of more, more, more, is not going out of style, Crispo believes. "Trade union leaders are merchants of discontent these days. They want more holidays, a shorter workweek. The four-day week will mean a ten-hour workday but union leaders are not in touch with their members. They're stuffy. They say you can't work more than an eight-hour day."

Public Service unions should have the right to strike, Crispo believes. **"There should be more public service strikes. It would be interesting to see just how many useless bodies there are around. Some government departments, I bet, could shut down for five years before anybody noticed the difference."** He accused the federal Government of using the collective bargaining process as a scapegoat for its own mistakes. Campaigns designed to put the emphasis on industrial peace and non-inflationary wage settlements only lead the public away from its primary interest in the function of collective bargaining, he said.

The real challenge to collective bargaining is likely to come from outside the system. "People outside the system are getting pretty upset about the way collective bargaining is working," he said. "But in our obsession

with the procedural and substantive public interest in collective bargaining, we may lose sight of the primary public interest in collective bargaining—that is the public interest in the preservation of the system itself."

Collective bargaining will survive, he said, only if the real needs and concerns of its beneficiaries are met. Trade unions, in his opinion, have not fully determined what these needs and concerns are. They should concentrate more on humanizing the work environment, asset formation and industrial democracy, rather than on wage and welfare benefits.

"Rising educational levels make humanizing the work environment necessary. Much of the work is dull, monotonous, routine and stultifying, and managements have made a point of keeping work dull, monotonous, routine and stultifying," he said. "This gives rise to dissatisfaction and alienation, evidenced in worker absenteeism, depression and high employee turnover." Part of the answer might lie in job enlargement, enrichment and rotations, but it was more likely that worker participation in the management function would solve most if not all of these problems.

Asset formation, currently in vogue in some European industries, gives workers a "broader piece of the capitalist action." It tends to stabilize the system, and if part of the wage increase is given in the form of shares, it is less inflationary because the worker can't spend it.

Jacqueline Boileau

Despite fears harboured by many male managers, says Jacqueline Boileau, who designs management development and training activities for Bell Canada in Montreal, **increasing numbers of women will be hired for supervisory and executive positions in the 70s.**

Mrs. Boileau set fire also to a number of old chestnuts about women managers. They are no more emotional than men, she said. The woman who bursts into tears, and these are in the minority, are no different from the man who lets out a stream of profanity or pounds the table. As for women not thinking like men, she says this implies that men have a monopoly on rationality, lack

motion and "hard-edged concreteness." In other ds, women are emotional, frivolous and irrational. is train of thinking simply does not hold up," she ared.

hen inner security is shaken, whether in a man or nan, he or she reacts emotionally. When a man dis- s this characteristic it's generally overlooked. In the of a woman, she's considered unstable, perhaps because her behaviour is more closely observed."

ther myth is that women are not looking for ca- s; they'll work until they get married or until they e a child. Mrs. Boileau pointed out that full-time en- ment of women at Canadian Universities has bed from about 28 per cent of the total in 1951-52 6 per cent in 1967-68 with a projected increase to per cent by 1980. In terms of actual attendance, means that there are now at least 120,000 women lled as full-time university students and the total ld exceed 300,000 by the end of the decade. Can- 's birth rate has been falling steadily for over two ades, from the record high of 28.9 per 1,000 popu- on in 1947 to an all-time low of 17.4 in 1968, consid- bly below the deepest depression slump. **"The notion women's primary function is the propagation of the cies has been shattered, permanently it seems, by the ization that mankind is in danger of outgrowing or ling available resources** to the point where there will no room to stand, no air to breathe and no water to nk," Mrs. Boileau said. "Childlessness, once consid- d an affliction or a sin, has blossomed overnight into honourable estate."

n those who do get married will now often wait sev- years before having their first child. The company expect the woman who has been successful and ful- d in her job to want to return to work as soon as pos- e after childbearing and early child-rearing years are r.

s. Boileau says that a woman, like her male counter- t, must be trained by a superior who is interested in development and shows confidence in her ability. e won't become a good manager without training more than a man will. And like a man, a woman elops managerial skills when she is moved into pro- ssively responsible positions where she can use her abilities, where her mind is stretched to the fullest, and where she is held accountable for the results. The most important part of her development, however, is the executive under whom a woman works, for he must believe that the genes neither limit intelligence, nor influence personality."

Women are not trying to switch roles with men, she stated. They are not trying to become masculine or to emasculate men. They are not going after every position filled by men just to make a point: neither do they want to be identified with radical movements and feminist groups. **"What women have come to realize is that they have the ability to make a contribution in whatever field they choose;** like men, they have the potential to succeed in managerial and executive positions as well as being able to choose a life style of their own. The relegation of specific female roles has become a thing of the past."

Vance Packard

Probably one of the most startling changes in the last 25 years is the explosion of women invading what were once primarily male fields of work. "Changes in the economy, rather than women's lib did more to emancipate women," believes Vance Packard, U.S. author and social commentator. "Men say that either women make too much or too little of their jobs. But the characteristics that make up the typical female manager are that she is mentally assertive, incisive, probing, demanding of specific answers, has fantastic sources of energy, and comes from a background where the mother was fairly passive and she idolized her father. Of 100 female executives, either they were an only child or the first-born in a family in which there were no brothers. She had a close relationship with her father who had been a manager, too."

Business trends are changing, Packard says. Young people are gravitating more toward careers in government because they feel they have a better chance of dealing with real problems. Business tends to romanticize the management role; it stresses loyalty to the home company. Corporate managers have to look a certain way. "If you're not tall and lean, you'd better be damned energetic," Packard said. Managers are mer-

chandised like any other product. They look a certain way, think a certain way, talk a certain way. **The three characteristics personnel looks for in the prospective manager are self-expression, co-operativeness and dependability, "with a certain amount of anxiety thrown in."** Some personnel managers say they know "a good package" the moment he enters the door.

Many of today's youth rebel against this stereotyped company image and it is causing industry some concern. "Technology thinks you can process the human personality, doesn't take into account natural rebelliousness, individualism and the need to be in charge of one's own destiny," says Packard. "This results in feelings of loneliness and alienation, a much colder emotional climate. At the time when we are supposed to have the greatest control over our environment we are losing belief in ourselves."

This alienation is causing more people to turn to astrology and the occult arts because astrology is bringing the world back to the centre of the human being. "Individualism is fine if it's not taken to extremes and is not irresponsible," Packard asserted. "Youth is searching for new experiences and has adopted hedonism as a way of life. And these are the people who are going to be the leaders of our complex society, whether we like it or not."

Educated young people are forcing corporations to change their priorities and images. "Most of these young people are over-educated for the jobs," he said. "It seems ludicrous, but **corporations can hire graduate students to help in research projects and pay them only $4 an hour. I pay my plumber $15 an hour."**

Packard said that blue-collar workers are deeply frustrated if they feel more capable than the demands of the job. To meet the ever-increasing demands for higher productivity, people now work around the clock. "I have actually known places where machinists are disgruntled because it would take 21 years before they get to work on a day shift."

A good manager needs an enlightened education such as in the liberal arts, and he must have an insight into what motivates people. He must also, according to Packard, be an effective change agent. He keeps the long-range interests of everyone in mind, has a sense dignity, has a sense of creative contribution and a fe ing that what he is doing is worthwhile. He is not afra to delegate more and more responsibility.

Here, according to Packard, are the criteria for a su cessful manager: has energy to burn; the ability maintain a high level of thrust; is deft in handli people, with the capacity to create a climate of ch lenge; criticizes without hurting; perceives the psych logical needs of people; brings order out of chaos; is n embarrassed to admit ignorance of a problem; effecti in communicating ideas through use of words; respon to provocation effectively and objectively, keeping p sonal feelings out of it; thrives on tension and galv nized by it; loves to make things happen and has abil to enjoy organizing large projects; has the capacity generate confidence, and the ability to get other peo to want to do something that should be done; keeps periors on their toes, wary that he may surpass them clear concept of where he's going and always worki toward a concrete goal; but above all, if the worst h pens, he is the sort of person others know they can pend on no matter how the cards are dealt.

Marshall McLuhan

No one has any proof of insanity until he has been leased from a mental institution, says Marsh McLuhan, internationally known writer and lectur and in this "electric age" that we live in, the psychop may well be the only person truly at home. The elect age, he said, is personified by the little boy who sa "Uncle Fred is here," as he hung up the phone af talking to him. And in this electric age where everyth is speeded up and the new hidden ground of all en ronment is electric information, patterns of training children have no meaning. "Children become grey three," he said. "The institution of childhood is ob erated." **Speedup pushes all work and living toward s cialism. "The specialist, whether a workman or scholar, looks for a place to fit into.** He is a fig against the ground of the market," McLuhan declar "Unemployment has itself become a social ground the figure of the workman." Both of these situations, said—namely the stark human figure minus the so ground, whether it is Nora's Doll's House or Babbi America, or whether it is the specialist skill starkly c lined against the ground of unemployment—are 1 century images.

"What has happened today is that the new hidd ground of all human enterprises is a world environm of electric information. Against this ground of the hardware, whether of school or factory, whether of

aucracy or entertainment, all these stand out as in-
ngruous. The biggest contemporary disease, as the
adline put it, is 'being unwanted.' Everybody now
ows up in accordance with patterns of training that
fer no means of relation or interface with the new in-
rmation environment. Electric information has now
come as indispensable to people as water to the fish,
ıt people cannot yet accommodate to this
vironment."

ople living in this new sea of electric information, he
d, still seek to find the action in the old element of
ecialist job education and job training. "In the world
management and decision-making, the successful ex-
utive is an automatic dropout, for as he mounts the
dder of promotion, he quickly loses touch with the
ound of information as his work becomes more and
ore specialized, and dependent on the advice of other
ecialists."

is a figure without a ground, McLuhan declared. "It
his situation to which Ivan Illich addresses himself in
schooling Society. He is vividly aware of the irrel-
ance of current curricula drills and certification. He
ows that these cannot any longer help us to relate to
world, and he frankly appeals to the forms of pre-
erate, and even pre-natal experience as models for the
ining now needed."

e electric environment, McLuhan contends, has re-
ored us to a Paleolithic state of the hunter. The hunter
the man who must use all his faculties to read the to-
environment. "In the electric age, by far the biggest
man occupation has become man-hunting. It is the
e of '007,' of espionage and counter-espionage, of
edit ratings, of the F.B.I. and the C.I.A. In a word, it's
age of the Cyclops. All that Ivan Illich postulates as
ideal state for education has already occurred. **The
n-hunter and the job-hunter have succeeded the
rker, and warfare and welfare have merged as com-
etely as in any Paleolithic or Stone Age society."**

we move into the age of etherrealization discerned
Toynbee and stressed by Buckminister Fuller, he
d, we do more and more with less and less. "Man
nself becomes disincarnate data, a sort of disembo-
ed spirit coexisting and functioning in diverse loca-
ns by telephone or by TV. We can traverse eons of
man development in minutes, and live in an inclusive
esent that assumes all pasts and futures. The anthro-
logist, E. S. Carpenter, has described his media ex-
riments in New Guinea, in which, by the use of pho-
graphs and movies made on the spot, he carried
ople through countless centuries of evolutionary cul-
al development."

We have access to every kind of information quite independent of our educational programs, he said. "The new electric access to information has suddenly cast the audience in the role, not of spectator or consumer, but of explorer and investigator," he declared. "The immediate need of the future of education is not knowledge, but ignorance. The immediate need and opportunity is . . . to bring to the microphone and to the studio, people from every field of knowledge and endeavour, to explain to the public, not their knowledge but their ignorance, not their expertise but their hang-ups, not their breakthroughs but their breakdowns."

The school and the university of the future must be a means of total community participation, not in the consumption of available knowledge, but in the production of completely unavailable insights. "The overwhelming obstacle to such community participation in problem solving and top-level research is the unwillingness of experts to admit and to describe in detail their difficulties and their ignorance. There is no kind of problem that baffles one or a dozen experts that cannot be solved at once by a million minds that are given a chance to simultaneously tackle the problem. The satisfactions of individual prestige that they have gained, with the enjoyment of expertise must now yield to the much greater chores and satisfactions of dialogue and discovery."

The powerful and the powerless

The Real Poverty Report by Ian Adams, William Cameron, Brian Hill, and Peter Penz, published by M. G. Hurtig Limited, Edmonton, 255 pages, $8.95 hard cover, $2.95 paper.

The four young men who prepared this report—Ian Adams, William Cameron, Brian Hill, Peter Penz—were members of the research staff on the Special Senate Committee on Poverty, hired to help produce a report on poverty, its causes and possible solutions. They resigned in April 1971 before the official Senate Committee report was published (LG, Feb., p. 60) because they could not believe the real story of poverty would be told.

The poor live constantly on the edge of disaster. Any illness, injury, breakdown or layoff, expected or unexpected, will shove a family in poverty over the edge; for part of being poor is to have no security, and no margin for error. At the same time, the poor are subject to the constant thievery, major or minor, that is inevitable in a society controlled by corporations, misleading advertising, ravenous finance practices, exploitative prices, and shoddy manufacture. The affluent have the resources to protect themselves against this kind of swindling, and so tend to see the dark side of consumerism as a kind of game between the customer and the producer. But for the poor, the sudden breakdown of a new major appliance, or the discovery that a used car will cost a fortune in repairs, may be a catastrophe. And, in fact, the poor are more likely to buy a defective used car or an unreliable appliance than the rich. They cannot afford to invest in quality, and in the end they pay even for that.

The exploitation of the poor is not limited to areas which a little counselling from a home economist could prevent it; the poor are badly oppressed, for example in the housing market, an area in which smart shopping won't compensate for lack of money. According to a survey of a number of families on welfare by the Canadian Welfare Council, the poor on public assistance spend an average of 47 per cent of their budgets on housing (almost twice the 25 per cent considered reasonable)—and the allowances given in welfare budgets for housing don't come close to covering the need. Families on welfare in Canada are more than twice as likely as non-welfare families to be obliged to share their accommodation with others, and the houses available to welfare recipients are substandard in terms of piped water, baths, flush toilets and other things most Canadians consider necessities ... The problem is probably not that there are not enough decent houses to go around; the problem is that the poor do not have enough money either to rent or to buy them.

There has been some expert suggestion that the poor pay more than the affluent for a lot of things. Canadian data on this question are not available, but an American study suggests that, when the poor do not actually pay more than the affluent for products themselves they do pay much more stiffly for the credit they need to buy them.

overty is tied to a lack of money, then poverty im- s a lack of savings. Saving is something you do with ney you don't need at the moment, and the poor 't have all the money they need at any moment, h less money they can afford to sit on. In a society does not provide for its old people, a man at the of a career without savings is headed for a hard old And a young man with a wife and a family, who not yet reached the years in which he is earning t and has not yet saved enough to buy a house or liances, will scrape through hard years before he is fortable. The last factor, in particular, is important, it leads to the deprivation of children, resulting in dequate education and poor health. And consider- sociological and psychological literature indicates **a childhood in poverty may produce a kind of "pov- syndrome," an acceptance of defeat and worth- ness that can lock a child, and eventually his chil- n, into poverty forever.**

overty is inherited, so is wealth; and the more lth, the more rapid its growth. And, of course, the lthy have an opportunity to save in the first place, ch the poor do not. Once an affluent professional, , reaches a certain level of savings, his bankroll be- es in effect another source of income—another job, that will support him splendidly in his retirement, nands no effort, and will never vanish. It will remain, fact, even after his death, especially if he has done y well; in 1966, more than 65 estates of over one mil- n dollars were passed on, to the tune of $250 million.

bably the best way to look at the enormous differ- e in life styles between the poor and the rich in this ntry is to look at it from the bottom—to compare at the poor receive with what the rich receive. To do s properly we should have detailed and comprehen- e information about just who owns and controls lth and assets. But in this country it seems that dly anyone is interested in collecting detailed infor- tion on wealth, although welfare payments to the titute are kept constantly and highly visible.

nsequently, the best proof we have of the estimate of gap between the poor and the rich is based on an amination of the distribution of national personal in- me. The average family in the poorest fifth of our iety receives only 30 per cent of the average income. this is broken down a little more, by taking the poo- t of the poor, we find that the poorest one tenth re- ve only 20 per cent of the average income. At the ne time, the most affluent fifth of families in our ntry receive twice the average income; and the top 5 r cent receive an incredible 300 per cent of the na- nal average income.

Analyses of the effect of wealth and economic power on actual political power are difficult to come by; there is no particular reason for the wealthy to describe the techniques of their influence for the benefit of the public. But certainly, a tiny Canadian elite does control a great deal of the Canadian economy, and that is, in fact, almost synonymous with the control of political power in Canada. John Porter, author of **The Vertical Mosaic** discovered that "... **907 individuals residing in Canada shared among them 1,304 (81 per cent) of the directorships in the dominant corporations as well as 118 (58 per cent) of the directorships in the nine chartered banks and 78 (58 per cent) of those in the life insurance companies."**

This provides us with an immediate image of how lopsided our society is when viewed through the single dimension of the distribution of national personal income. The figures reveal an enormous gap between the poor and the rich just in terms of income received—a gap that could only become much greater if the missing data on wealth were included.

Even in terms of income distribution alone, there is evidence to show that the gap of inequality is probably even greater than it appears, simply because the affluent have better ways of hiding their income. The disparity shows up this way: Statistics Canada has crosschecked the data received from the Consumer Finance

Survey with those of the National Accounts and has come to the conclusion—after making allowances for a few conceptual differences in both surveys—that certain sources of income are seriously under-reported.

Wages and salaries tend to be almost 100 per cent truthfully reported; 86 per cent of government transfer payments are reported; but investment income, which is concentrated among the rich, is another story. Statistics Canada reports that the wealthy "under-report" their investment income by as much as 50 per cent.

Unemployment and inflation

When we examine what the federal Government has done to adjust the inequalities in our society, we see that any official intentions have turned out in the end to be no more than the usual liberal rhetoric. There was, for example, a Declaration of War on Poverty in the throne speech of April 1965, and this led to the establishment of a Special Planning Secretariat to co-ordinate federal Government efforts related to poverty. And eight months later, a national conference on poverty was held. But nothing came out of the conference—and that was the extent of the government's war. Two years later, when the federal Government embarked on an austerity program and cut back government services, one of its first economies was to wipe out the Special Planning Secretariat.

Full employment was promised in the Liberal Government white paper on employment and income of 1946. But successive governments have never lived up to that promise, although politicians consistently talk about it before elections, and it once again became official policy in the 1965 legislation that created the Economic Council of Canada. Some international comparisons make it even more obvious just how badly Canadian postwar governments have done in this area. In 1961, for example, when Canada was experiencing its highest unemployment rates since the depression of the '30s, other countries—France, West Germany, Great Britain, Japan and Sweden—had unemployment rates substantially below 2 per cent. All of these nations, like Canada, are heavy trading nations; furthermore, in this country during the years 1957 to 1968 the average rate of unemployment was 5.3 per cent.

These high rates of unemployment were not just the manifestations of unique phenomena like the Canadian winter; they were the result of policies chosen by Canadian governments to fight inflation. And inflation, we have seen from the decisions made during 1969 a 1970, has always been regarded as the greater evil. T government policy makers have in effect decided t the structure of the economy offers two black and wh alternatives: a high rate of employment (inflation) a a relatively low rate of inflation (unemployment).

Because government policy makers have not adop substantial programs to deal with structural changes the economy, and have not planned their policies cept as reactions to events, they have been forced to proach the economy on the terms dictated by t trade-off: to fight inflation with unemployment. Gi the very high rate of unemployment, they haven't e done much of a job controlling inflation, when compare Canada's rates of inflation and unemploym with other countries. West Germany and the Uni States have lower inflation rates, while France, Gr Britain and Austria have similar inflation rates co bined with drastically lower unemployment rates o the period between 1959 and 1968. For 1969 the Ca dian Consumer Price Index rate of increase was 4.5 cent, and in 1970, 3.3 per cent.

This unhealthy preoccupation with inflation has only created staggering unemployment but has considerably weakened economic growth. A rec study of these three factors and their inter-relations suggests that the maintenance of a low inflation r constricts growth, while the goals of full employm and of rapid economic growth are complementary. T conclusion is supported by a recent American stu conducted by the former chairman of the Council Economic Advisers in a report for the Commission Money and Credit. The fight against inflation is, course, complicated by our entanglement with the U economy, given our fixed exchange rate.

The unemployment rate for Canada in 1970 was 5.9 cent. In February of 1971 there were 677,000 work officially seeking jobs. Some 100,000 other workers w in manpower training courses, and another 100,000 l dropped out of the official picture of "those seeking e ployment," simply because they realized that there w no jobs to be had. **With almost a million workers un ployed, the earnings foregone on all goods and servi**

in Canada amounted to a total of about $2 billion. And more important, this loss was concentrated in the low-income classes. The heaviest weight of the burden of recession is carried by the poor.

And within those low-income groups, unemployment weighs heavily on the young. If one were to look at workers as representing certain values of "human capital"—education, training, apprenticeship and experience—the young, who have the least capital invested in them, are the first to be shaken out of their jobs as unemployment rises. In February 1971, some 20.3 per cent of male members of the labour force aged 14 to 19 were unemployed. And, as everybody knows, unemployment is not distributed evenly across the country; if regional differences are taken into account, one out of every four young men between 14 and 19 in the Atlantic provinces was unemployed in February 1971.

There are many other costs of unemployment, some measurable, others not. For example, in 1970 the Unemployment Insurance Commission paid out more than $600,000,000 in benefits. Obviously this money could have been used more productively for job development and worker training than as a meagre subsistence benefit.

The costs of inflation are even more difficult to assess. First, it is important to point out that rising prices cannot be taken in isolation; incomes have risen faster than prices. **Between 1949 and 1969, family incomes grew an average of 8.4 per cent per year. The Consumer Price Index grew by only 2.8 a cent a year. Obviously, then, there has been a growth in real income,** so inflation has not been that serious. The consequences of inflation are alleged to be: the impact on the poor and those with fixed incomes; the negative effect on our international competitive position; and the weakening of overall efficiency in economic growth. A common fear related to the third point is that, when runaway inflation takes place, then total economic collapse is around the corner. Aware that their money is losing value, people will hurry to spend it on goods and services, constantly pushing up the prices of those goods and services in demand.

But according to one of the world's leading authorities in the area, this cycle rarely becomes so serious that it leads to disaster. According to H. J. Brown in **The Great**

Inflation "... the general flight from cash is hard to start; and there is evidence that it has never started until prices have doubled in six months or less."

Inflation is thought to harm the national balance of payments by raising the cost of our export products until they can no longer compete with those of other countries. It is also supposed to make imports more competitive in the domestic market. This fear is valid only when there is a fixed exchange rate, which the Government insisted on until 1970, when the rate was temporarily floated specifically to fight inflation.

The final chestnut about inflation is that it hurts those on fixed incomes. The Canadian evidence (Blauer, **Fixed Income and Asset Groups)** shows that: "While it was certainly true that the elderly, the poor and the recipients of transfer income and retirement pension all found their relative income positions deteriorating during periods of rising prices, it was also true that this occurred as well during the periods of price stability. The problem is clearly not that of inflation but of society's grossly inadequate treatment of the elderly and the poor." Whatever harm inflation does to the poor on fixed incomes—pensioners, for example—is clearly the government's responsibility for not attaching sensible escalators to pensions. The alternative is to create a policy of full employment, then to tolerate a moderate level of inflation with adequate protection against its consequences. A full-employment market is of immense benefit to the poor.

Our conclusion is that, contrary to federal government assumptions, and the problem of pensioners aside, **the evidence is overwhelming that the poor are not hurt as badly by inflation as they are by anti-inflation policies that create unemployment.** An American group (Hollister and Palmer, **Impact of Inflation on the Poor)** working on the same problem concluded that "... a drop of one per cent in the unemployment rate would remove a million to a million and a half people from poverty that would not have been removed otherwise." Obviously parallel results could be expected in Canada, for the relationship between poverty and unemployment is no different here than it is in the United States.

Unions and poverty

Canadian unions certainly talk a good game. At the 1970 convention of the Canadian Labour Congress, for example, it was declared that poverty was a bad thing, that equality was a good thing, and that unions should probably be doing something about both: "The Canadian Labour Congress in convention declares that elimination of poverty must be a major goal for Ca ada. The continued development of natural resour the growth of industry and the increase in producti must be directed not only at providing greater corpor wealth or improving the income of those who are ready well off, but must contribute effectively to rais the living standards of those who are segregated, their lack of means, from the mainstream of Canad life. A major redistribution of the national income is sential, with a larger proportion going to those who classified as being poor ... The trade unions have a r to play. They can and must bring the advantage trade union organizations and collective bargaining the large mass of wage and salary earners who are victims of low wages and inferior conditions employment."

This, of course, was what trade unions were all abou the first place. For unions grew out of the discovery workers that concentrated ownership gave industr bosses great power, and that the only way to match t power was to organize. As John Eleen, Research Dir tor of the Ontario Federation of Labour, has poin out: "... trade unions were the first armies in the w against poverty. They came into being fighting e nomic and social injustices." And if anyone sugge that, somewhere along the way, the army fighting war against poverty eased up a little, the trade uni movement is reproachful: "... it is difficult for tra unionists to understand the often-levelled accusati that organized labour is concerned only with the w fare of union members. For from its very beginnin the trade union movement has been a consistent and ticulate spokesman for the weak, the exploited and helpless—for the unorganized as well as organiz workers."

The declarations of the trade union movement are c tainly honourable; but in the long run, **the unions n not have done very much for the poor, or to narrow gap between the poor and the affluent.** Most people sume that unions are involved in a fight to get more every industry dollar for the workers, and therefore cutting down on that share of the national product t goes to profit. In fact, nobody has really proved t unions do anything of the kind. Sylvia Ostry, a Direc of the Economic Council of Canada, points out that data necessary to make a historical analysis of the qu tion are not available in Canada, and then notes th "... a large body of American research supports view that unions have had a negligible influence in t area, although this opinion is certainly not unanimous

relationship between the share of the national duct allotted to labour, and the share allotted to it, may be determined by many things: tech-ogical change, for example, or changes in the supply r demand for labour, or capital, or both. Stephen chinis, a University of Calgary economist, notes that erican and British researchers do not agree on the ctiveness of unions in this area, but adds that he can no proof that unions have any consistent influence ll: ". . . trade unions may have influenced labour's e of the national income from time to time; but e is no evidence that their political activity (that is, r organizing and bargaining activity) has had any ience on the share in the long run. Whatever gains ons may have made "from time to time" at the ex-se of other factors of production, by taking advan-e of the periodic emergences of hard-market envi-ments, were wiped out when periods of soft-market ironment returned. It would appear, therefore, that ong as management has control over factor combi-ions and product mixes used in processes of produc-, and as long as, from time to time, the product mar-permits them to increase prices, occasional income istributions caused by both economic and non-eco-nic forces will be corrected at the first opportune mo-nt. What we get in the long run, in effect, is a photo-phic enlargement of the income pie rather than its istribution . . ." In fact, **trade unions may have con-uted greatly to inequality in the overall wage struc-e in Canada, by gaining more for union members than unorganized workers could manage to wring from ir employers.**

ions exist, more than anything else, to get money for ir members, so unions tend to set up shop where they e a reasonable chance of being successful. In capital-ensive, non-competitive industries, wage increases easier to come by; for industries with a high degree control over their markets and no particular reason to d down prices will tend to grant wage increases and n pass the tab along to the consumer in higher ces. Some corporate managers, in fact, grant wage in-ases and then blandly jack up the prices of their ducts more than the wage increases warrant. Unions be helpful.

ese hefty wage settlements may persuade the man-rs involved that more machinery is required to re-ce the relatively minor share of labour costs involved their products even further, and so put a lid on the mber of jobs in their plants. At the same time, the constant price increases will force some consumers to look around for partial substitutes for the high-priced monopoly products, or to go without them entirely. And high-wage jobs available to workers moving from low-wage industry vanish.

The rising prices, furthermore, often bring the Government into the act. In times of inflation, federal planners put the screws on the economy, and produce a lot of unemployment. **The workers who become unemployed are generally not the same workers who negotiated the wage increases, and indirectly caused the price increases;** the inflation fighters, as we have pointed out, are generally low-wage workers who are paying the price for the rising wages of unionized workers who have high wages already.

The low-wage workers are generally not unionized because in the peripheral economy, wage increases are hard to make stick, and unions are largely beside the point. The only successful unions in highly competitive industries are those that have managed to tie up an entire industry. (If every business in a competitive industry is unionized, and all can be made to pay higher wages, the competition remains at the same level, and nobody gets priced out of business.)

All other things being equal, corporate managers would probably prefer that unions had never been invented; there is still a kind of hostile hangover from the old days, when the interests of corporations and unions were obviously opposed. Still, it is possible for corporations to accommodate themselves to the existence of unions without too much pain, for unions provide valuable services. They act as safety valves for the workforce and, through grievance procedures, head off trouble before it becomes serious. And they tend to minimize any possibility that government will intervene unless there is a disaster.

Existing unions can, and should, turn their attention to the organization of low-income workers. But that is not enough. **Collective bargaining in Canada is paying off for the powerful, not for the powerless; for bargaining is scattered all over the lot, with no co-ordination within or**

between industries. This produces vast differences in wages and incomes. The way to eliminate these differences is to centralize the collective bargaining process itself.

First, bargaining can be centralized within industries. For example, all textile workers should be organized, and bargain with all textile employers simultaneously, so that unions can deal with any objection from individual manufacturers that they are being put at an unfair and non-competitive disadvantage. This is a beginning. But it leads logically to a second step: centralized collective bargaining across industries, to consolidate workers in one industry with workers in others. This would prevent unions and corporations in high-wage industries from boosting wages faster than or as fast as unions and corporations in low-wage industries, a prevention that is necessary if wage differentials are to be narrowed.

This is not utopian. It is European. In Sweden, for example, through government pressure on labour unions and employers' associations, bargaining at the national level was put into practice, and that bargaining now sets precise guidelines for local bargaining. If Canadian labour and business cannot find the gumption to do this for themselves, and if government cannot force them to do it, there is the alternative used in Holland, where the government assumes final responsibility for wage policies. This is obviously less desirable; the co-operation of labour and business becomes more difficult to obtain when government habitually resorts to a blackjack to ensure it. It is also probably more sensible for Canadian labour and business to push for centralized bargaining unilaterally, than to wait for the provincial and federal levels of government to wrangle through their jurisdictional and constitutional problems, of which they may be counted upon to discover many.

This does not mean that corporations will automatically jump for an economic policy that is aimed primarily at the redistribution of income. But the neatness of centralized collective bargaining should appeal to the corporate mind, for it centralizes disputes and makes prediction of both problems and costs more accurate.

Some economists argue that large wage differentials are necessary to get workers to move from one area or job to another. The Swedes, however, have discovered that there are other ways to attract workers than by bribing them; they argue that large wage differentials can be inflationary, and are in any case inequitable. The Swedes argue, furthermore, that general equality of wages, r ural justice aside, tends to squeeze inefficient firms of business and makes the economy more efficient; c sidering that the Swedish economy is a lot more ficient than ours, it is difficult to argue against them.

The process of centralized collective bargaining will quire time to take hold; and to make sure that low-w workers do not starve before it does, provincial gove ments should immediately establish a minimum wa without exemptions, at 60 per cent of the average wa (The only province in Canada with a minimum w now set at this level is Prince Edward Island. One r imum wage for all of Canada, at the moment, is pr ably unworkable, because of wage disparities betw provinces). This proposal is directly related to the est lishment of the guaranteed annual income; for an creased minimum wage will make workers more s reliant and less dependent on the guaranteed inco and that will help to bring down the costs of program.

It is true that hiking the minimum wage will force sc employers to modernize and to close down margin efficient operations; and this will put some people ou work. But a tight labour market, along with policie create more high-wage jobs, would ensure that mos these people got work again immediately, and s training and other programs should be mounted to h those who did not.

Centralized collective bargaining will do a great dea reduce income inequality; but barriers between l wage and high-wage industries must be tackled in ot ways. Many apprenticeship programs, at the mom are not as much training courses as screens used unions to keep workers away from skilled jobs and protect high wages. This is inexcusable and must stopped, even—or especially—in professional areas medicine and the law. Medical schools should s training enough doctors to meet the needs of soci whether that drives medical salaries down or not. A the other barriers between low-wage workers and hi wage jobs—union entrance requirements, initiation f and so on—should be reviewed.

Similarly, unions and employers must work out agr ments to allow mothers to work half-day shifts, and tegrate those shifts with a systematic provision of d care centres. These could be run commercially or p

with the employer making facilities available. And pany pension plans should be made portable by and backed up with a decent public pension me that would diminish their importance.

ommendations

at is required is no less than a national commitment liminate poverty and to head this country in the di- ion of economic equality. That demands that most Canada at last acknowledge its obligation to provide ice for the poor.

education: The federal Government should attempt aise the levels of schooling across the country, and to end should: offer manpower retraining programs teachers' aides and paraprofessional workers, with ranteed employment in the system after successful pletion of the course; offer premiums in salary to ly qualified teachers willing to work in depressed as; allocate a major portion of the capital education lget to the renovation of substandard schools and the construction of new ones; finance research into new techniques of teaching socially disadvantaged children and offer paid sabbaticals to any teacher working in a deficient area to study new techniques and procedures.

On health: Medical insurance should be extended to the whole of the population, and should include uniform coverage for all medical expenses, including drugs, dental work, psychiatric and optical services; medical manpower should be drastically expanded and increased financial help given to low-income students; a premium payment should be made to doctors and medical personnel willing to work in family service, or take up practice in medically deficient areas; public health doctors and medical personnel should be given materials, equipment and office space in neighbourhood service centres.

On social services: Control over social services must be delivered to public authority, consisting, on the municipal level, of social-planning councils; on the provincial level, public authority should be given to co-ordinating

bodies drawn from social-planning councils; centres should be adequately staffed with representatives of the poor; services should be delivered through neighbourhood centres containing medical and government personnel as well as social workers; a sufficient number of "outreach" personnel should be attached to the centres to report on and plan for emerging social needs in the community; and mobile centres should be set up in rural areas.

Employment and earning policies are important; but they are not enough on their own. Canada needs a guaranteed annual income (through the modification of Canada's tax structure) that would ensure that nobody in any category fell below the poverty line and would allow low-income workers to retain some of their earnings. This would be backed up by a compensation system of social insurance that would protect workers against a collapse of their living standards in time of unemployment and sickness, and all Canadians in retirement or disability.

Canada's tax system needs to be turned around. Affluence and poverty should be considered two aspects of the same measure of "command over resources," and the same standards should apply to those who will use the guaranteed annual income and to those who will finance it. Wealth should be taxed. The personal income tax should be fitted to the guaranteed annual income, and it should be made a lot more progressive over the middle- and upper-income range. Canada should stay out of the regressive taxation business as much as possible; and a saving policy should aim at a better distribution of wealth and its benefits.

An affluent society that continues to tolerate widespread poverty and inequality of opportunity is in very real danger of losing its democratic ideals. It was not intended that the arguments and proposals in this book should find their place in the timid attempts at structural reform that are the hallmark of our liberal brokerage politics. We hope instead that they will help to create the will for social and political revolution. The effect of all these policies, from centralized collective bargaining on down, will be to create full employment, with equal or almost equal incomes for workers, and, at last, equal opportunity for all Canadians.

A jobless mother

The following is reprinted by The Labour Gazette with the permission of Roger Appleton, Action Line columnist, from the February 2 edition of the Ottawa Citizen.

"I'm a 28-year-old housewife with three children. I've been separated from my husband since 1966. He gives me no money. My financial situation is grim. I applied for a low-rent house in 1968 but didn't get one. I was told my name would be put on the list. Every time I phone to inquire I get the same answer . . . wait, wait, wait. For how long? Ten years? I was working but had to stop due to illness and mental depression. My total income comes from welfare. I haven't been able to buy new clothes for myself or my children for a year, and we can't afford the right kind of food to give us proper nourishment. I hope you can help me, because no one else can, or wants to." Name withheld.

"Although we knew what the answer would be, we asked the Ottawa Housing Authority why you were kept waiting so long. In just one file folder they found 30 applications from unemployed mothers. All have been on the list longer than you. Each one is in just as serious a financial plight. We can't ask the housing authority to jump you in priority. That wouldn't be fair. We can only urge our politicians to please spend more money on low-rent housing and other services for the unfortunate. The politicians would spend enough, of course, were it not for widespread objections to the so-called "socialistic welfare state." Most employed people work hard for their money, sometimes at jobs they don't enjoy. Taxes take away a lot of their income now. They don't want to pay still more. Some will never realize how lucky they are to have the health to work and a job skill someone will pay decent money for. But maybe they're right and we're wrong. We're willing to be convinced. Here's the problem . . . a young woman with three children and no one to help her look after them. Her health is starting to fail through too much work and child care. Her job skills are not high. Even if she could work, no employer would pay her enough to support her family properly. Her situation is desperate now, and steadily growing worse. If someone can tell us how this woman can get out of this mess without help, we'll change our mind about the need for low-rent housing, better welfare aid, and other benefits for the poor."

abour legislation in 1970-71

rt 3: Industrial safety

her progress was made in the development of regu-ns under the Canada Labour Code, Part IV (Safety mployees). In addition to the Canada Elevating De-s Regulations, which became effective on January 1971, six more sets of regulations applicable to fed- works, undertakings and businesses were issued in the year: the Canada Machine Guarding Regu-ns and the Canada First-Aid Regulations (Septem-14); the Canada Accident Investigation and Report- Regulations and the Canada Noise Control ulations (November 2); the Canada Hand Tools ulations; and the Canada Fire Safety Regulations vember 16 and 23, respectively).

Newfoundland, temporary hoisting mechanisms used ng the construction, repair, alteration or demolition a building were brought within the scope of the ators Act.

ponsibility for the administration of the Prince Ed- Island Elevators and Lifts Act was transferred n the Minister of Labour to the Minister of Commu- Services. At the same time, the administration of ty regulations governing boilers and pressure vessels transferred to the Department of Labour, Industry Commerce.

dern safety regulations issued under the Elevators Lifts Act, effective September 21, govern the de-, construction, installation, operation, inspection, ng, maintenance, alteration and repair of elevators, bwaiters, escalators and their hoistways. Exceptions wharf ramps and elevating devices in private dences.

After an exhaustive study carried out by the Technical Services Branch of the Québec Department of Labour and Manpower in collaboration with the labour inspection service and in consultation with the principal organizations concerned, new regulations respecting safety in public buildings were issued. In addition to extensive, detailed specifications covering all aspects of safety in the layout and construction of all types of public buildings, the new regulations cover hazardous substances, and garages for the repair, inspection and storage of vehicles. Elevators, hoists, dumbwaiters and escalators must conform to the Québec safety code, for such installations and escalators are subject to further specifications for "required exits." Elevating devices that do not meet the safety conditions may be sealed out of use by an inspector.

After the same kind of studies and consultations, **Québec completely revised and replaced the obsolete construction safety regulations under the Industrial and Commercial Establishments Act.** These comprehensive regulations came into force September 1, 1971, and have been produced for distribution as a 60-page booklet. The regulations, taking into account modern construction techniques and materials, set up specific standards as a basic minimum. Progressive up-dating and appraisal is envisaged. In Ontario, an amendment to the general regulations under the Construction Safety Act,

effective June 18, 1971, increases from 7 to 15 feet the limit on requirements for pedestrian protection on sidewalks or other public ways located near buildings that are being constructed, altered, repaired or demolished.

The Yukon Territory forged the last link in Canada's chain of elevator safety legislation with the enactment of the Elevator and Fixed Conveyances Ordinance, which is to come into force on a date fixed by the Commissioner.

Four provinces—British Columbia, Manitoba, Ontario and Saskatchewan—amended their mines safety legislation.

The British Columbia Mines Regulation Act amendments modified a number of the general safety rules and added some new provisions designed primarily to improve safety measures for shot-firing, and to require safety brakes and emergency auxiliary manual steering on certain vehicles. A rule added to the section on noise control provides for audiometric tests for hearing acuity, at the expense of the owner, agent or manager, where required by the Chief Inspector. This is done to determine whether or not any hearing impairment exists in any person generally exposed to excessive noise levels.

Under the Coal Mines Regulation Act, no person may be employed at or about a mine for longer than an eight-hour period in any 24 hours. Exceptions are for emergencies, essential work, shift changes and for supervisors and managers.

A further exception has been made by regulation for preliminary exploration of coal measures and development. Permits may be issued by the District Inspector, when authorized by the Minister, allowing employees to work more than eight hours a day, provided that such work does not include driving adit tunnels that extend more than 40 feet from the surface, and sinking shafts deeper than 10 feet below the surface. The permits are valid for one year from the date of issue and are subject to cancellation by the Minister.

The Manitoba Operation of Mines Regulations were amended to provide for more secure closure of abandoned workings and to adopt stronger, more explicit ventilation provisions. Workplaces and travelways must be properly ventilated to obviate danger to health, while work that produces airborne contaminants must be isolated from other occupied areas. "Threshold Limit Values of Airborne Contaminants for 1970," amended, recommended by the American Conferer of Governmental Hygienists, is adopted as the standa

The Ontario Mining Act was completely revised, ada ing provisions from five other employment safety A and updating the legislation to keep pace with advan in the mechanization of the mining industry. Pits a quarries, and plant and installations used in conju tion with such operations, are included. Hygiene, p sonal protective equipment, general safety and heal protection from particular hazards, first-aid and eati and washing facilities are all improved in line w modern industrial standards. Work rules forbid "hor play" and lifting, carrying or moving dangerc weights. Annual medical certification is compulsory crane workers. Female underground work is regula in accordance with the ILO convention on Und ground Work for Women (1935). Underground wc for persons under 18 and all work around mines for p sons under 16 is forbidden.

A thorough revision of the Operation of Mines Re lations (1966) in Saskatchewan added new, improved extended safety rules. Mine managers must institut safety program that includes systematic examinati and reporting on the condition of the workings. Fa accidents must be reported immediately. Those causi serious injury must be reported within 24 hours. I tailed reports of all injuries requiring medical care m be made monthly to the chief inspector. A list of nc fiable serious injuries is appended to the regulatio The use of approved personal protective equipment specified. Detailed rules regarding noise, ventilati fire, explosives, electrical, hoists, diesel engines, ha age, dust, hazardous substances and medical exa inations are included.

In Saskatchewan, concern with the needs of radiati workers was shown in amendments to the Radiologi Health Act (re-named the Radiation Health and Safe Act), which came into force on January 1, 1971. T provision that prohibited the employment of pregn women or persons under 18 was deleted. A newly cc stituted advisory committee is to advise the Minister Health respecting the minimum age at which perso may be employed as "occupational workers" in a particular occupation, and the conditions under whi females of reproductive age and capable of becomi pregnant may be employed in radiation work.

Detailed new regulations include a table of maximu permissible dosage for different organs, tissue and bo parts in rems per year and per quarter. A formula

vided for age limitation. Under specified conditions, gnant women may continue working. The Radiation Health and Safety Committee is to review these regu- ons at intervals of not more than three years and ke recommendations to the Minister as indicated by review.

Te Alberta regulations respecting industrial radio- ical technicians were amended. Examination and cer- ication procedures, previously administered by the partment of National Health and Welfare, are now nducted by the Mines Branch of the Department of ergy, Mines and Resources of the Government of nada. Minimum age for applicants, previously 21 ars, is now 18, in line with the amended Age of Ma- ity Act.

he Petroleum Accident Prevention Regulations of Sas- tchewan were revised to ensure greater safety in a rticularly hazardous industry. In addition to general quirements for places of employment usual in modern cident-prevention practice, the new rules cover haz- ds pertaining to exploration or drilling for servicing, oducing, storing, handling, treating or processing of troleum or natural gas and drilling or servicing wells.

he Petroleum Resources Act of Ontario came into rce on July 28, 1971, governing the exploration and illing for, and the production and storage of oil and s. The Act incorporates the relative portion of the resent Energy Act and the portion that applies to the ansmission, distribution, handling and use of hydro- rbons. Appeal provisions are set out, following the commendations in the Report on the Inquiry into ivil Rights. Among the regulatory powers provided e those for the adoption of safety standards, the keep- g of safety records and the making of safety reports. he enforcement provision carries a fine limit of 10,000.

Alberta, the explosives safety regulations under the Workmen's Compensation Act, previously amended in 962, were brought up to date. They govern the storage, andling, preparing and firing of explosives.

uébec issued regulations that require permits for the orage, possession and transportation of explosives and eal with the records required with respect to transac- ons involving the use of explosives. The Québec Police orce may, at its discretion, issue temporary permits for period not exceeding 30 days.

Under the Forest Act in British Columbia, fire prevention rules were issued, covering every person carrying on any land-clearing, lumbering, industrial, engineering or construction operations during the closed season in or within one half mile from any woodland. Specified fire-fighting equipment has to be provided, maintained in good order and used for fire-fighting purposes only.

Safety rules cover general preventive measures, stationary engines, power saws, and cutting and welding metals. Schedules list the required number of hand tools and pump units according to the number of men employed.

Revised Workmen's Compensation Board regulations in Saskatchewan were issued for forest accident prevention. The comprehensive regulations replace those of 1957 and introduce numerous new provisions in the light of modern practice in forest operations.

In Alberta, under the Public Health Act, the regulations for the Protection of Workers from the Effects of Noise were amended, effective May 5, re-defining the technical methods and criteria for the measurement of noise, including an up-dated permissible noise exposure chart similar to that used in British Columbia. A new provision requires that any establishment in which high noise levels are shown to exist must set up such hearing-conservation programs as may be required by order of the Provincial Board of Health.

Ontario and Manitoba amended their first-aid requirements under the Workmen's Compensation Acts. In the Ontario regulations, which came into effect on January 1, 1971, the major change requires the setting up of first-aid stations, in easily accessible locations, for the prompt treatment of any employee at all times during working hours. Qualified attendants must work in the immediate vicinity.

First-aid stations must have, in addition to first-aid boxes containing specified contents, notice boards displaying the Board's poster requiring employees to report all accidents and receive first aid, and the first-aid certificates of the trained employees on duty. There must also be on view the card recording the date and signature of the person making the quarterly inspections, which are mandatory to ensure that the first-aid equipment is maintained in good condition.

The Manitoba amendments bring first-aid requirements in the province close to those of Saskatchewan. Suitable transportation for injured workers must be kept available by the employer.

Ambulance services regulations, administered by the Manitoba Health Services Commission, were tightened to ensure that ambulances comply with scheduled standards of design, construction and maintenance. Owners must provide the prescribed first-aid equipment and see that clean linen is supplied for each patient. Ambulances must be disinfected when required, must bear a legible "Ambulance" sign and be properly insured. The Commission may require other supplies and equipment, such as special heaters. Drivers must hold chauffeurs' licenses and attendants, St. John Ambulance first-aid certificates.

In Prince Edward Island, the Electrical Inspection Act was amended, broadening its application to include electronic installations, providing for extended regulatory powers and the progressive updating of standards, and strengthening the enforcement provisions.

Under the Electrical Protection Act in Alberta, the Underground Regulations came into force February 1. They govern underground power and joint-use systems, providing definitions and technical specifications.

The New Brunswick Industrial Safety Code, reprinted as a 99-page booklet, is a consolidated, amended and reorganized version of previous safety regulations, including those covering the compressed-air environment and logging. Underwater diving regulations are added.

In Ontario, the rewritten Industrial Safety Act awaits proclamation. Principal changes revise administrative procedures and appeals to carry out the recommendations of the McRuer Royal Commission Inquiry into Civil Rights and to co-ordinate with the Statutory Powers Procedure Act, 1971 (providing for hearings of appeals, etc.). Other amendments incorporate into the Act provisions that are in the regulations and, at the same time, the limit on fines incurred for contraventions is doubled to $10,000. Employees may now refuse to operate any unsafe machine, device or thing. They must then report the condition to the person in charge forthwith and remain in a safe location near their work station, unless otherwise directed or agreed to by the employer. Regulatory powers in the Act are expanded to include the adoption of building standards codes and the provision of suitable facilities for handicapped persons.

In Newfoundland, "silico-tuberculosis mining" was added to the Schedule of Industrial Diseases under the Workmen's Compensation Act. This addition was deemed to have come into force as of April 1, 1951.

The Québec Workmen's Compensation Commission established an Advisory Committee on Industrial Accidents comparable to the Advisory Council on Labour and Manpower. The Committee, composed of workers' and employers' representatives is to study and advise the Commission on questions concerning the prevention of occupational accidents and diseases and the medical and social rehabilitation of injured workers.

hanges in provincial ocial assistance gislation in 1971

re were important changes in all provincial social as-ance programs in 1971 as a result of new legislation of amendments to existing Acts or regulations.

anges in provisions related to income and assets af-ed eligibility in a number of provinces. A number of vinces increased their rates, and some also intro-ed changes in rates to take account of the special ds of the elderly. Appeal procedures were revised in erta and British Columbia and some amendments re made in several other provinces. Participation of rs of health and social services was emphasized in legislation in Manitoba authorizing the estab-ument of a citizens' advisory council, and an enact-nt in Québec providing for the reorganization of that vince's health and social services. Some of the major nges are summarized below.

ewfoundland

Newfoundland, a new Social Assistance Act consoli-ted the 1962 Act and subsequent amendments and de several changes in the appeal procedures. New gulations dealing with such matters as income and as-s, fuel allowances, board rates, allowances for inca-citated persons in homes for special care and a new owance for elderly persons were issued.

peal procedures

e grounds for an administrative review and for an peal were extended. Any person, including an appli-nt for or recipient of assistance, who considers himself grieved by a finding or decision of an administrator concerning the refusal of assistance or the amount of assistance granted may now appeal. Previously, the grounds for a review or an appeal were dissatisfaction with a decision related to the granting, suspension, discontinuance, reduction or resumption of social assistance.

The tenure of the members of the Board was changed. Members are now appointed for one year, but may be reappointed from time to time.

Eligibility requirements

Eligibility requirements were affected by certain changes in provisions concerning assets and income. The prohibition against granting long-term assistance to a person whose net equity in real property exceeded $5,000 in rural areas and $10,000 in urban areas except with the approval of the Minister, was deleted.

Persons receiving short-term assistance are now allowed some income from other sources—up to $25 for a single adult or for a family of five or less, and $25 plus $5 for each person in excess of five up to a maximum of $50 for families of six or more. The permissible net income for unemployed employable persons during the 30 days preceding application for assistance was raised to $85 for a single applicant, $130 for a family of two, $155 for a family of three, and $155 plus $25 for each person in excess of three for a family of four or more.

Rates of assistance

A new allowance of $40 a month for special needs was authorized for a person in receipt of the Old Age Security pension and the Guaranteed Income Supplement whose spouse is under 65 years of age, effective April 1, 1971.

The fuel allowance was increased from $15 to $20 for the months of January, February, March and April in any year, effective January 1, 1971. The monthly maintenance allowances payable on behalf of needy persons in homes for special care were raised from $75 to $90 for ambulatory patients and from $90 to $120 for bedridden persons, retroactive to August 10, 1970.

The $70-a-month board rate and the $15-a-month allowance for clothing and personal care previously set for persons 18 and over living with non-relatives was made applicable to children 16 and 17 years of age. Formerly, the regulations set a board rate of $30 and a clothing allowance of $5 for persons under 18 years of age.

Prince Edward Island

An amendment to the Welfare Assistance Regulations prohibits the payment of an allowance to a person who is in need solely because he or his spouse is participating in a labour strike or is voluntarily absent from his regular employment because of a strike.

Nova Scotia

In Nova Scotia, the Social Assistance Act was amended and the Provincial Assistance Regulations were revised.

The Social Assistance Act

Among other changes, the amendment to the Social Assistance Act broadened coverage and replaced the Assistance Advisory Commission by a new body to be known as the Provincial Assistance Review Board.

Coverage of the provincial assistance program was expanded to include dependent children 18 years of age or over who are pursuing an educational program. Formerly, an allowance on behalf of a dependent child who was attending school was payable only until July 31 of the school year in which he reached the age of 18.

The Provincial Assistance Review Board consists of three or more persons appointed by the Governor in Council. Unlike the Advisory Commission, which was authorized to review all applications for provincial assistance, the new Board may review only those applications that have been rejected by an administrator. It has also some appeal functions and may review and consider appeals from a decision of an administrator before they are forwarded to the appropriate regional appeal board.

The Provincial Assistance Regulations

The Provincial Assistance Regulations increased rates for certain items of basic need, raised the allowance for foster children and the overall family maximum, and authorized an allowance for special needs for recipien of the Guaranteed Income Supplement and of the Su plementary Allowance to the Blind Persons Allowanc effective June 1, 1971. These changes affected abo 12,800 individuals.

Rates of assistance: The budget allowances for foo clothing and miscellaneous essentials were increased b about 15 per cent. The basic monthly food allowance now $28 for an adult, $32 for a child aged 12 to 1 years, $24 for a child 7 to 11 years, and $17 for a chil

ix years of age or under. The clothing allowances were ncreased to $10 for an adult, $11 for a child 12 to 17 ars, $8 for a child aged 7 to 11 years, and $7 for a hild six years or under. The corresponding allowances fo miscellaneous essentials are now $5, $6, $5, and $4.

T. overall family maximum was raised from $175 to 20 a month. A press release of the Department of ublic Welfare stated that, as a result of this change and increases in the rates for food, clothing and miscel-aeous essentials, 4,800 families received increases aging from $12 to $25 a month.

e maximum board rate for aged and disabled per-s was increased by $10 to $75 a month.

yments on behalf of foster children were raised by 0 to $35 for the first child and $30 for each additional ld. According to the press release, the Minister stated t 1,000 children, who are, for the most part, living h close friends or relatives, would benefit by this nge.

w provisions concerning special needs permit up to 5 a month to be added to a budget, if an applicant or cipient or his spouse is receiving the Guaranteed In-me Supplement, and up to $25 if he or his spouse is ceiving a Supplementary Allowance to a Blind Per-ns Allowance.

ew Brunswick

New Brunswick, the former Department of Health d Welfare was divided into separate departments, the cial Welfare Act was amended, and the Appeals ard established to hear appeals against adminis-ative decisions was reconstituted.

provision affirming the right of an applicant for or cipient of assistance to "appeal, in accordance with ocedures set out in the regulations, any decision relat-g to his application for assistance or to the amount of sistance provided" was incorporated in the amended cial Welfare Act. Previously, the Act provided only r regulations "prescribing the procedures to be fol-wed in the making of an appeal." The grounds for ap-al were set out in the Regulations.

The Appeals Board was reduced in size and now is comprised of a chairman, a vice-chairman and not more than six other members. Previously, the regulations provided for a Board of from 14 to 27 persons.

Québec

In Québec, an Act providing for the reorganization of the province's health and social services was passed, and new regulations under the Social Aid Act dealing with such matters as aid for ordinary needs and for special needs and property qualifications were issued.

Health and social services act

This Act, which is to come into force on proclamation, proposes to reorganize Québec's health services and social services, provides for participation of representatives of users and other groups in the administration of community service establishments and affirms the right of every individual to health and social services without discrimination on racial, religious or other grounds.

Regional health and social service councils are to be established to serve as links between the public, the Minister of Social Affairs and local institutions providing health or social services. New institutions, to be known as "local community service centres," will gradually take over the functions currently performed by health units and emergency services, and will also provide counselling and referral services. Hospitals are to be renamed "hospital centres," and, in future, social service agencies will be called "social service centres" and will provide social action services for persons who require specialized social services. Homes for the aged and disabled, nurseries and day nurseries and other institutions providing lodging, maintenance and various kinds of care or treatment are to be reorganized and renamed "reception centres."

Both the regional councils and the community centres are to be administered by representative-type boards of directors. The board of directors of a regional council must include four members elected by the mayors of the municipalities in the region and two members appointed by the Lieutenant-Governor in Council after consultation with the most representative socio-economic groups of the region. Among the 15 other members will be representatives of the universities, the general and vocational colleges, the local community service centres, the hospital centres, and the reception centres in the region.

The boards of directors of the local centres will include representatives of users, as well as representatives of the public and of professional and non-professionals involved in the provision of services. The board of a local community service centre will have five members who live in the area served by the centre elected for a one-year term by persons who have been provided with health or social services by the centre during the preceding year. Two of the members of the board of a hospital centre or a social service centre are to be elected annually by persons who have been provided with services by the centre during the preceding three years. The board of a reception centre for adults must include two persons elected annually by the clients from among their number, and that of a reception centre for children, two persons elected from among the parents of the children cared for at the centre.

As a further means of promoting participation, every public establishment providing health or social services will be required to hold a public information meeting at least once a year at which residents of the territory served by the establishment are invited to participate.

The Act affirms the right to health services and social services. It states that every person has the right to receive "adequate, continuous and personal health services and social services from a scientific, human and social standpoint, taking into account the organization and resources of the establishments providing such services."

Discrimination is expressly forbidden. Health services and social services must be granted without discrimination or preference based on the "race, colour, sex, religion, language, national extraction, social origin, customs or political convictions" of the applicant or of members of his family.

Social aid regulations

Allowances for ordinary needs: the amounts allowed for food, clothing, household and personal requirements for families with a child 18 years or over who is attending an educational institution and is dependent upon the head of the household for support were increased by $10 a month, effective July 1, 1971.

Items of special need: an allowance for baby-sitting services is now payable, if it is shown to be necessary to permit a parent to return to work or to obtain or retain employment. The maximum amounts that may be authorized by the local office are as follows: $2 a day $10 a week for one child; $3 a day or $15 a week for tw children; and $4 a day or $20 a week for three childre or more.

Allowances for certain other items of special need we increased. Among other changes, the amount autho ized for prescription drugs was increased from $15 t $25 (from $50 to $75 if approved by the regional office The allowance for prescribed special diets was extende to include an amount of up to $60 a month for a perso undergoing treatment for hemodialysis, subject to th approval of the regional office. The maximum amour that may be allowed for travel and living expenses i connection with medical care was increased by $50 t $75, if approved by the local office, and to $250, if b the regional office.

Ontario

Amendments to existing legislation resulted in chang in Ontario's two major income maintenance programs the Family Benefits program, a provincial program t help persons in need of long-term assistance, and Ge eral Welfare Assistance, a program mainly admini tered by the municipalities to assist persons requirin short-term aid.

Eligibility requirements

An amendment to The Family Benefits Act substitute the term "foster parent" for "foster mother," thereb making it possible for a foster father to qualify for provincial allowance on behalf of a foster child. Eligibil ity requirements for a dependent father with a depen dent child were eased with the repeal of the clause stipulating that such a father must be living with th mother of his dependent child or be a widower or a ma whose wife was in a sanatorium, hospital or penal insti tution or had deserted him. Regulations under Th Family Benefits Act, effective April 1, 1971, raised th income limits of old age pensioners eligible for free hos pital and medical care by $250 to $2,250 for single per sons and to $3,750 for married couples to take accoun of increases in the Guaranteed Income Supplement.

Administrators of municipal assistance were give greater discretionary authority with respect to single employable applicants. A single, employable person at tending an approved educational institution may be re quired to submit a written statement from the schoo authority, certifying that it is desirable for him to con tinue school. A person under 18 years whose parent i

lling to support him as long as he resides at home is t eligible for assistance if he is living apart and the lfare administrator, after appropriate inquiry, is satisd that it is not contrary to his best interest to reside th his parent.

tes of assistance

new allowance for personal needs due to advanced e was authorized under both the provincial and mucipal programs. Under the Family Benefits program, applicant or recipient is allowed $30 if he or his ouse, but not both, has attained the age of 65 years, d $60 if both are 65 years or more. Under the Genal Welfare Assistance program, the amounts are: $30 r a single person aged 65 years or more who is not eible for an Old Age Security pension and for the head a family, if he or his spouse is under 65 years, and 0 for the head of a family if both he and his spouse e 65 years or more and either is not eligible for the old e pension.

ie comfort allowance payable by the province to edy persons in homes for the aged, nursing homes d similar institutions, and patients in chronic care faities was increased from $15 to $25. The budgetary quirements for patients in chronic-care facilities were tended to include the cost of one or more of the folwing services approved by the Director of Family enefits: dental services, dentures, prosthetic devices cluding eyeglasses), and clothing.

fective April 1, 1971, the maintenance allowance payle by municipalities on behalf of needy residents of rsing homes was raised by 50 cents to $11 a day, and e maximum comfort allowance for such persons was creased by $10 to $25.

anitoba

anitoba passed The Health and Social Development dvisory Council Act, raised the allowance for personal eds to take account of the special needs of the elderly, d issued new eligibility requirements for applicants r provincial assistance who are taking undergraduate ademic or technical training.

dvisory council

ie Health and Social Development Advisory Council ct, which is to come into force on proclamation, prodes for the establishment of a citizens' advisory coun to be known as "The Manitoba Health and Social Development Advisory Council." The Council is to be composed of at least 19 members appointed by the Lieutenant-Governor in Council and two ex officio members—the Deputy Minister of Health and Social Development and the Chairman of the Manitoba Health Services Commission. At least seven members are to represent the various geographical regions of Manitoba, and seven other members must be representatives of users or consumers of health services or social development services who are not involved in any profession or occupation in these fields. Not less than five members must be employed in professions or occupations concerned with the provision of health or social development services.

Upon request of the Minister or on its own initiative, the Manitoba Health and Social Development Advisory Council may undertake any study, investigation or review of matters related to the provision of health or social services within the Province. It may carry out or have carried out research, and invite and receive or hear petitions, submissions on any related matters. In addition, the Council may be required to: advise on the development of policy goals and objectives for health and social services and on the determination of overall health and social needs and priorities; assess the results of the overall health and social service system; as required, recommend changes to improve the system; and work closely with educational, economic, physical and other relevant planners so that planning may be developed on a co-ordinated basis.

Rates of assistance

The allowance for personal needs was raised from $12 to $37.80 for a single or married person who is 65 years or older, and from $24 to $60.60 for a married recipient, if both he and his spouse are 65 years or older. The previous allowance of $12, plus an additional $5 for each blind person, is still in effect for adults under 65 years of age. For residents of an institution for the aged and infirm who are 65 years of age or more, the allowance for socially active persons remains $14.21, and the allowance for those who are not socially active is now $5 instead of $2.79.

Eligibility requirements

Some additional eligibility requirements were laid down for applicants for provincial allowances who are taking undergraduate academic or technical training. Parental assistance is now considered a financial re-

source for single applicants, and a parent who is unable to provide full support must, when requested by the Director of Social Development, submit a statement indicating the extent of the help he is able to give the student. No applicant, whether married or single, is eligible for assistance unless he is attending an educational institution approved by the Minister of Youth and Education and is taking courses approved by the Director of Social Development and has the goal of gainful employment, rehabilitation or self-support. As a condition of continuing eligibility, the recipient must satisfy the Director of Social Development that he is attending classes regularly and is making satisfactory progress.

Saskatchewan

An amendment to the Saskatchewan Assistance Regulations, effective April 1, 1971, increased the allowances for personal care and household supplies and the comfort allowance for persons in special-care homes, and authorized an allowance for advocates at an appeal hearing. Another amendment raised the earnings exemption for partially employable persons and single-parent families.

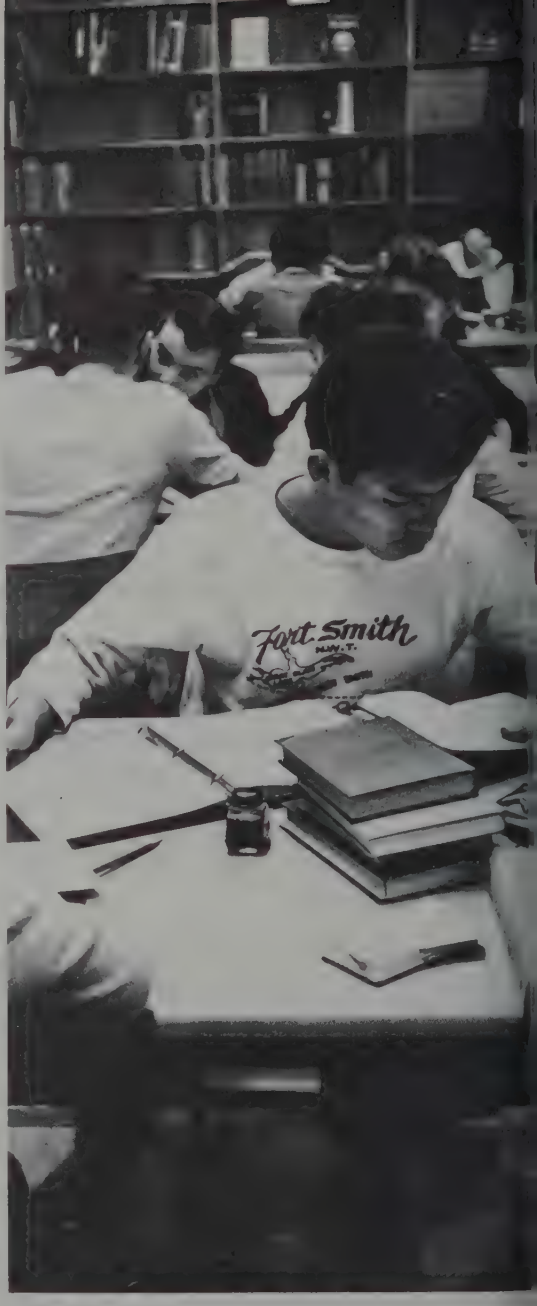
Rates of assistance

The former allowances for personal care and household supplies were combined and the amounts raised to: $7 a month for adults, $1 for a child 14 years or under, $2 for a child aged 15 to 17 years, and $3 for a child 18 years or over. These changes resulted in an increase of $2.15 for single adults, of $5.90 for married couples, and of $5.60 for two-parent families with a child four years of age or under. The comfort allowance for needy patients in special-care homes, hospitals, provincial geriatric centres and sanatoriums was increased by $5 to $15 a month.

The exercise of the right of appeal was facilitated by a new provision permitting the payment of an allowance on a fee-for-service basis to a person who has been appointed by the Minister of Welfare to represent a client at an appeal hearing.

Earnings exemptions

To provide a greater incentive for recipients to work to improve their standard of living and eventually become self-supporting, a special earnings exemption was authorized for partially employable persons and for single-parent families where the parent works full time.



For such a recipient, the first $75 of earnings are totall exempt: in addition, one half of the subsequent earn ings of the recipient, his spouse or dependent childre under 16 years who are not attending school, up to maximum of $25 a month, may also be exempt, pro

ed that earnings minus the exemption do not exceed basic budget requirements of the recipient and his endants. In computing basic budget requirements, nsportation costs to and from work up to a maximum 15 per month, and costs of baby-sitting and day- e services are included.

berta

ring the period under review, Alberta passed The partment of Health and Social Development Act, is- d an amendment to the Social Allowance Regu- ons and revised its appeal procedures.

alth and social development

e Department of Health and Social Development Act algamated the Department of Health and the De- rtment of Social Development, effective April 28, 71. As well as incorporating most of the provisions of e Acts setting up the two former Departments, the w Act provided for the establishment of composite alth and social service plans. The explanatory note tached to the Bill stated that, under such plans, "the nctions of various agencies in the field of health ser- ces or social services could be combined under one ard to serve any particular area of Alberta." A plan this kind would be based on a proposal prepared by e Minister of Health and Social Development and lo- l health and social service authorities.

cial allowance regulations

ie amendment to the Social Allowance Regulations creased food and clothing rates by small amounts, ef- ctive January 1, 1972. For example, the clothing rates r single females and for married couples were in- eased by $1 a month to $10 and $18, respectively. A other with one child aged eight years now receives $56 stead of $55 for food, and $19 instead of $18, for thing. For a two-parent family with a child six years under, the food rate was increased by $1 to $79, and e clothing rate by $2 to $26.

peal procedures

ministerial order issued in February provided for an ministrative review and for a further appeal to a local peal committee. The order stated that appeal com- ttees would be established in Edmonton, Calgary, thbridge, Grande Prairie, Fort McMurray, Red Deer d St. Paul in the immediate future, with other offices following as soon as possible. Each of these committees is composed of three persons appointed by the Minister, except in Edmonton and Calgary where there are five members.

Until it was to be abolished on July 1, 1970, the Public Welfare Commission, an advisory body composed of senior departmental officials, heard appeals relating to assistance, and any further appeal went to the Minister of Social Development whose decision was final. Under the new system, any applicant for or recipient of assistance may appeal a decision on the grounds that: (a) he was not allowed to apply or re-apply for assistance; (b) his application was denied; (c) assistance was cancelled, suspended, varied or withheld; or (d) the amount of assistance granted was insufficient to meet his basic needs. Any other person or group of persons within the province may appeal if he believes that a recipient or an applicant is or is not eligible for assistance or that the amount of assistance given to a recipient is inadequate or excessive.

Appeals relating to provincial assistance are reviewed by the Regional Administrator, and appeals concerning municipal assistance by the Municipal Authority that made the decision. The administrative review must be concluded as soon as possible and the applicant or recipient must be notified of the results within five days (within 30 days if the appeal is made by any other person or by a group).

If it is impossible to make an immediate adjustment to the satisfaction of the appellant, the appeal is forwarded to the appropriate local appeal committee through the Regional Administrator who is required to arrange for a hearing to be held within 10 days of receipt of the appeal by the appeal committee. The latter may, however, decline to hold a hearing if it considers that a complaint is frivolous or vexatious, and, if so, it must inform the appellant of its decision. Hearings are always in camera and an appellant has the right to present supporting information and witnesses and be represented by another person. If the committee is unable to complete the hearing on the date set, it may adjourn for up to seven days unless a longer adjournment is agreed to by the appellant.

The appellant must be notified immediately of the decision and a copy must be sent to the Director of Appeals. The Regional Office Administrator or the Municipal

Welfare Authority is required to act upon the decision unless it is in conflict with The Social Development Act and Regulations, in which case the circumstances must be reported immediately to the Director of Public Assistance.

British Columbia

British Columbia increased some social allowances, raised the maximum budget limits for old age pensioners receiving supplementary social allowances, made recipients of War Veterans Allowances and their widows eligible for supplementary allowances, and revised its appeal procedures.

Effective May 1, 1971, the maximum social allowance for permanently and severely physically or mentally disabled persons not eligible for a Disabled Persons Allowance was increased by up to $30, making the maximum monthly payment $135. This extra allowance is payable only to single persons living away from home or to heads of households who are already receiving social assistance. The onus is on the individual to apply.

The maximum monthly budget limits for persons receiving supplementary allowances to Old Age Security were increased from $150 to $152.20 for a single person, and from $270 to $274.40 for a married couple, effective January 1, 1971, and were further increased to $173.60 and $302.20, respectively, effective April 1, 1971.

Effective August 1, 1971, recipients of War Veterans Allowances and their widows became eligible for supplementary social allowances, if they were 65 years or more and in receipt of Old Age Security. A spouse or widow also became eligible for free health-care services. The maximum allowance is $10.60 for a single veteran, $12.60 for a widow of a veteran, and $29.20 for a married veteran. The maximum budget limits are $173.60 for a single person or a widow and $302.20 for a couple, where both are 65 years or older.

Appeal procedures

New appeal provisions gazetted on June 17, 1971, added new publicity requirements and gave appellants the right to nominate one member of a board of review. It is now mandatory for the Director of Rehabilitation and Social Improvement to ensure that every applica for or recipient of social assistance be informed of l right to apply to the Director for a review of any de sion that he considers affects him adversely.

As formerly, appeals are referred to ad hoc boards of r view established in the local area, but the compositi of the three-member boards has been changed. If t appellant lives in unorganized territory, the board of r view is comprised of one person nominated by the a pellant who is not related to him by blood or marriag one person nominated by the Department of Rehabi tation and Social Improvement who is not an employ of any department or agency of the provincial gover ment, and a chairman selected by the other two mer bers. The chairman must not be employed by the pr vincial government or any of its agencies or by ar municipality and must not be related to the appella by blood or marriage. If the appellant lives in organize territory, the three-member board is composed of or member nominated by the municipality who is not er ployed by any municipality or by any department agency of the provincial government, a nominee of tl appellant, and a chairman selected by the other tw subject to the conditions described above.

Every decision of a board of review is to be transmitte to the Director who must implement it immediately, u less he considers it contrary to the Act or regulations contrary to departmental policy, in which case he mu refer the decision back to the board with his recomme dations for bringing it into conformity with the legisl tion and/or departmental policy.

A disagreement between a board of review and the D rector about departmental policy is referred to the Mi ister of Rehabilitation and Social Improvement for se tlement; a disagreement about the interpretation of th Act is sent to the Attorney General whose decision final.

ice indexes

consumer, December 1971

consumer price index advanced in all regional cities
city combinations between November and Decem-
Increases ranged from 0.3 per cent in Edmonton-gary to 0.9 per cent in Montreal, mainly as a result ncreased food indexes in most cities.

her prices for many fresh vegetables and most beef contributed to increased food indexes in all re-nal cities except Montreal and Ottawa. With the ex-tion of these two cities, housing indexes advanced, ecting increased rents and higher prices for many me furnishings. In ten cities, the recreation and read- indexes declined because of lower magazine sub-ption rates and reduced prices for television sets, s and games. Tobacco and alcohol indexes were un-nged from November. The remaining components istered mixed movements across the country.

gional consumer price index point changes between vember and December 1971 were: On the base 51=100: Montreal +1.2 to 128.9; Toronto +1.1 to 1.6; Winnipeg +1.1 to 131.1; Saint John +.9 to 5.9; Halifax +.8 to 128.2; Ottawa +.7 to 133.0; Sas-oon-Regina +.7 to 125.6; Vancouver +.7 to 129.4; John's +.6 to 125.0; Edmonton-Calgary +.4 to 0.3. On the base 1969=100: Thunder Bay +.5 to 5.4; Quebec City +.4 to 105.6.

holesale, December 1971

e general wholesale index (1935-39=100) advanced per cent in December to 295.9 from the revised No-nber index of 293.6. Seven of the eight major group lexes were higher and one declined.

e vegetable products group index rose 1.6 per cent to 5.5 from 232.8 on higher prices for sugar and its prod-s, unmanufactured tobacco and livestock and poultry ds. An increase of 1.5 per cent to 341.0 from 336.0 in the animal products group index was mainly because of price increases for livestock, fishery products, fresh and cured meats, and eggs. Higher prices for soaps, detergents and fertilizer materials were responsible for an increase of 0.9 per cent to 240.4 from 238.2 in the chemical products group index. The wood products group index advanced 0.7 per cent to 413.7 from the revised November index of 410.9 on higher prices for newsprint and cedar shingles. An increase of 0.4 per cent moved the textile products group index to 265.7 from 264.6, and the iron products group index to 321.0 from 319.7. The non-metallic mineral products group index rose slightly to 227.6 from 227.4. The non-ferrous metal products group index declined 0.9 per cent to 255.2 from 257.6 on lower prices for copper and its products.

U.S. consumer, December 1971

The United States consumer price index (1967=100) rose in December, the first full month after the price-wage freeze by 0.4 per cent to 123.1, compared with 122.6 in November, and was 4.3 per cent higher than a year ago. About one half the increase was accounted for by items such as fruits and vegetables, that were not and are not under price control. Consumer prices, frozen or controlled for less than half the year, rose 3.4 per cent from December 1970, to December 1971, the smallest increase in four years.

Food prices, partly uncontrolled, rose 1.1 per cent in December, 0.7 per cent after allowance for normal seasonal increases. The sector called non-food commodities rose 0.3 per cent in December after showing no change for the three months of the freeze. An example of a specific item was new cars, whose price was allowed to rise by the Price Commission after the freeze. The other sector, services, rose 0.3 per cent. A sharp post-freeze increase in this area was gas and electric utilities, where rate increases had been approved but were temporarily halted by the freeze.

Reducing tensions, resolving differences

The Canadian Chamber of Commerce told Prime Minister Trudeau and the Cabinet at the end of January that "every effort should be made to remove as many as possible of the present tensions and obscurities in business-government relationships." President Neil V. German, who led the Chamber delegation presenting its annual policy statement to the Government, said, "Thus business can perform more effectively, prosper, and provide the ever-increasing employment needs of the country. Businessmen, in the main, do have a keen and sustained sense of responsibility toward the well-being of the Canadian economy, the consumer and society."

The Chamber recognized that there will always be times when business and government will have differences of opinion. Mr. German continued, "We suggest, however, that the time is long past when legislation having major economic implications should be tabled without full prior discussion with the business sector regarding practicalities involved. This would help to obviate many of the current difficulties whereby the business community is often faced with the prospect of reacting, after the fact, to ill-thought-out legislation." The Chamber said it would favour the same opportunity being afforded other interest groups.

Mr. German commended the government on some of the enlightened and helpful initiatives taken on behalf of business, such as: personal and corporate income tax cuts; the removal of the 12 per cent federal sales tax on pollution control equipment; initiatives taken for the removal of the U.S. surcharge on Canadian exports; and the efforts made in developing new trade opportunities.

The Government was commended for having eliminated much of the uncertainty in the business community, caused by the process involved in the development of the tax reform legislation, through the introduction of the new Income Tax Act on January 1. "We regret, however," the Chamber said, that there remains a large residue of uncertainty insofar as a number of the Act's provisions are concerned, which uncertainty will, surely, inhibit business efficiency and entrepreneurship for some time to come unless and until these provisions are clarified."

The brief stressed that the proposed Competition Ac giving business serious concern. Certain of the measu not only outlaw long-standing business practices, ba on sound economics, but which would also drastica curtail the ability of business to function effectively an increasingly hostile environment.

The Chamber was disturbed by a number of the pro sions contained in the proposed Canada Labour Co particularly those dealing with technological chan "This attitude," the brief stated, "arose not because c members have an unfeeling attitude toward those fected by technological change but, rather, because t sections in the Bill dealing with this subject would se ously inhibit the technological improvements that m be made if Canadian enterprises are to remain viable this era of change and increasing competition at ho and abroad."

The Canadian Chamber made the following suggestic for improving business-government relations: A clo and more open relationship between community Boa of Trade and Chambers of Commerce and parl mentarians. The Canadian Chamber has suggested these Boards and Chambers that they invite their Me bers of Parliament to address them, and that ea Member of Parliament be invited to engage in plant v its or office visits of local businesses. The Chamb urged the Government to consider employing Adviso Committees in other areas having a direct bearing the business community. This would help to ensure th much greater use is being made of the expertise a good will of the business community, and thus ma imize the benefits deriving from sound business-gover ment interchange.

The Minister of Industry, Trade and Commerce, t Chamber suggested, should properly have a voice in t legislation arising out of other departments that have bearing on business and industry. The Minister has prime role in representing the business community the Cabinet level. Of equal importance, Cabinet Mi isters whose departments deal with issues of major ir portance to business should be prepared to give ad quate emphasis to the business point of view. Th concept would help to counter any feeling within t business community that much of the legislation, whic has a direct bearing on business, is drafted without full knowledge by either Ministers or their officials the effects on the businesses that are to be regulated affected.

The Chamber further recommended that in areas th concern the business process, such as competition po icy, tax policy, and employer-employee relations, bus

s input be sought as early as possible in the policy ulation process so that before legislation is intro- d the views of the business community are at least tered and understood. Experience had shown that legislation is introduced, the prestige of the Cabi- Minister is behind the Bill and that face-saving con- ations are then critical in the event that some pro- ins prove detrimental or even unworkable.

brief pointed out the awareness of the Chamber and usiness community in the area of social responsi- y and referred to recent Chamber initiatives in some s of social concern. Chief among these is the Cana- Unity Program which the Chamber is conducting njunction with the Canadian Advertising Advisory rd. This special project is aimed at "deepening the e of Canadians in the richness of our heritage." It is ntention of the Canadian Chamber, through mem- Boards and Chambers, to continue to foster mutual rstanding among all Canadians. The Chamber is ently conducting a referendum of Boards and mbers to determine their views on renaming Domi- n Day as "Canada Day."

eration Placement," aimed at combatting the nic student summer unemployment program, is ut to enter its third year. This program, designed to assist students to get summer jobs, is conducted by local Boards and Chambers in co-operation with the Department of Manpower and Immigration. The Chamber was encouraged by the response received from its corporate membership to the "Hire a Student" promotion. Several companies have increased their student hiring and designed special programs to maximize student-business dialogue. Although statistics on student hiring practices in 1971 are not yet available, the Chamber predicted that the results will show that the private sector provided a greater percentage of the total number of summer placements than previously.

The Chamber, while committing itself to continue its efforts to reduce the student summer employment problem, warned that as long as the education system is so structured as to place more than a million young people on the temporary labour market simultaneously in May and June of each year, business will be increasingly less able to absorb them. "The sum total of all our initiatives both public and private may be at best only to 'hold-the-line' at present summer student employment levels," the brief said. "Recognizing both its advantages and disadvantages," the Chamber suggested, "much more thought must be given to the semestrial system, not only because of our concern about student summer employment, but also because of the employment needs of the graduating student."

eneral Topics

nemployment insurance report

tial and renewal claims filed for benefit with UIC dis- t offices numbered 144,000 in September 1971, an in- ase of 15,000 or 12 per cent from the August total. mpared with the same month in 1970, the current im load is 23,000 or 19 per cent greater. All provinces orded more claims than a year earlier.

ial claims allowed under the provision of the new were 59,700, slightly higher than the total for the vious month. Of this number, 54,300 were for reg- r benefit, while those for special benefit—sickness, ternity and retirement cases—amounted to 5,400.

e number of claimants registered for unemployment urance benefit reached 433,000 at the end of September, up 22,000 or 5 per cent from the August comparison. The current registrations are also 41,000 or 11 per cent greater than at the end of September 1970. The proportion of claimants who were males declined from 60 per cent in September 1970 to 56 per cent in September 1971.

Of the current figure, 241,000 claimants or 56 per cent of the total came under the provisions of the new Act. This count included 223,000 registered for regular benefit and 18,000 for special benefit (9,600 sickness, 8,200 maternity and 200 fishing cases).

A total of $50.9 million in benefit was disbursed in September, an increase of 11 per cent from the $46.0 million in August and 35 per cent from the $37.7 million in Sep-

tember 1970. For the three months above, average weekly benefits amounted to $42.98, $39.53 and $34.11, respectively. Effective June 27, 1971, weekly benefit rates incorporate the Supplementary Unemployment Insurance Benefit of 10 per cent, which was paid from January 3, 1971. This applies to benefit paid under provision of the old Act.

Employment review

The seasonally adjusted unemployment rate for December was 6.2, compared with 6.6 in November, and 6.6 in December 1970. For persons 14-24 years of age, the rate declined 11.0 from 11.4 in November. For men 25 years and over it fell to 5.0 from 5.4, and for women 25 years and over it was 3.5. Regionally, there were reductions in the rates for Québec, Ontario and the Prairies. The rate for the Atlantic region increased and that for British Columbia remained the same.

Employment

Employment rose to 8,239,000 in December from 8,163,000 in November, in December 1970 it was 7,897,000. The monthly increase occurred in all major age-sex groups: persons 14-24 years of age 36,000; men 25 years and over 16,000; and women 25 years and over, 29,000. Employment for full-time work rose by 50,000, and for part-time work by 22,000. Regionally, there were increases in Ontario, Quebec and British Columbia. The Atlantic and Prairie regions experienced little change.

Unemployment

The level of unemployment declined to 548,000 in December from 579,000 in November; a year earlier the level was 556,000. The decrease occurred among persons 14-24 years of age, 7,000, and men 25 years and over, 19,000. By duration, there was a slight increase in unemployment for persons seeking work for less than one month, and a marked decrease for persons seeking work for more than one month. The largest decline was in the 1-3 month category, 29,000. Regionally, unemployment declined in Ontario 21,000, and Quebec 12,000. Other regions showed smaller changes.

Unemployment insurance fund

During December 1971, 25,689 investigations were finalized across Canada. Of these, 6,246 were on-premises investigations, 1,173 were selective investigations and 6,624 were special survey investigations to verify the fulfilment of statutory conditions. The remaining 1,043 formal investigations and 10,603 post-audit investigations were in connection with claimants s pected of making false statements to obtain benef Punitive disqualifications as a result of claimants m ing false statements or misrepresentations number 3,744. Prosecutions were begun in 67 cases, all agai claimants. This does not include employer prosecuti initiated by the Revenue Branch.

Revenue received by the Unemployment Insuran Fund in December totalled $57,009,818.57 compar with $59,943,126.60 in November and $55,101,007.15 December 1970. **Benefits paid in December totall $102,378,505.14 ($83,011,309.00 under the new Ac compared with $69,449,959.46 ($48,478,226.00 under t new Act) in November and $60,238,738.25 in Decemb 1970.** The balance in the Fund on December 31, 19 was $235,504,985.12 compared with $280,873,671.69 the end of November and $473,175,760.39 at the end December 1970.

April credits

Labour Legislation in 1970-71, Part 3, p. 181, was p pared in the Legislative Research Branch of the Cana Department of Labour.

Unemployment insurance report, p. 195, originates wi the Unemployment Insurance and Manpower Secti of Statistics Canada. A claimant's unemployment reg ter is placed in the active file at the local office as so as the claim is made. As a result, the count of claiman at any given time inevitably includes some who claims are in process. "Claimants" should not be int preted either as "total number of beneficiaries" or "tot registered clients."

Certification before the CLRB, p. 198, is prepared t the Employee Representation Branch of the Depar ment of Labour, and covers proceedings under the Ca ada Labour Code, Part V, involving the functions of t Canada Labour Relations Board, for which the Em ployee Representation Branch of the Department is t administrative agency.

Conciliation before the Minister of Labour, p. 197, orig nates with the Conciliation and Arbitration Branch the Department of Labour, and covers proceedings u der the Canada Labour Code, Part V, involving t administrative services of the Minister of Labour an the Conciliation and Arbitration Branch of th Department.

Photos. NFB: Cover, p. 167, 168, 171, 173, 175, 17 183, 186, 190. The Public Archives of Canada: p. 165.

onciliation

ng January the Minister of Labour appointed con-
ition officers to deal with the following disputes:

tern Cartage & Storage (1962) Limited, Edmonton,
., and General Teamsters, Local 362 (Conciliation
cer: George W. Rogers).

thland Navigation Co. Ltd., Vancouver, B.C., and
farers' International Union of Canada (Conciliation
cer: D. H. Cameron).

thland Shipping (1962) Ltd., and Northland Navi-
on Co. Ltd., Vancouver, B.C., and Canadian Mer-
nt Service Guild (Conciliation Officer: George W.
gers).

ndrie and Company Limited, Toronto, Ont., and Ca-
ian Brotherhood of Railway, Transport and General
rkers (Conciliation Officer: Kenneth Hulse).

minum of Canada Ltd. (ALCAN) Port Alfred, Qué.,
the national syndicate of employees of Aluminum
Canada Ltd. (CNTU) (representing employees of
nsport Division; gatemen and patrolmen, and office
ployees) (Conciliation Officer: G. R. Doucet).

cCosham Van Lines (Calgary) Ltd., Calgary, Alta.,
General Teamsters, Local 362 (Conciliation Offi-
George W. Rogers).

tlements by conciliation officers. British Overseas
ways Corporation, Toronto, Ont., and International
sociation of Machinists and Aerospace Workers
nciliation Officer: H. A. Fisher) (LG, March, p.
).

Spruceleigh Farms, Division of Canada Packers Limited, Brantford, Ont., and American Federation of Grain Millers, Local 313 (Conciliation Officer: H. A. Fisher) (LG, March, p. 146).

Conciliation boards appointed. Cape Breton Development Corporation (Coal Division), Sydney, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 509 (representing technical employees) and Local 504 (representing clerical employees) (LG, March, p. 146).

Millar and Brown Ltd., Cranbrook, B.C., Canadian Freightways Limited, Calgary, Alta., and Loiselle Transport Ltd., Vancouver, B.C., and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 31, 362, 181, 395 and 979 (LG, Feb., p. 90).

Conciliation board fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Detroit and Canada Tunnel Corporation, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America—UAW, Local 195 (LG, Feb., p. 90) was fully constituted with the appointment of Thomas C. O'Connor of Toronto as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee David I. McWilliams, Q.C., Windsor, and union nominee George Burt, Kingsville, Ont.

Settlement reached after board procedure. Alaska Trainship Corporation and Seafarers' International Union of Canada. (Settlement reached with the mediation assistance of D. H. Cameron) (LG, March, p. 147).

Conciliation board report received. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (LG, Jan., p. 44). (Full text appears in Supplement No. 1, 1972).

Strike action. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians. (A rotating strike began in January affecting selected CBC production centers across the country) (see above).

Certification

The Canada Labour Relations Board met for two days during January. It issued Reasons for Judgment in three of nine applications for certification granted, ordered one representation vote, granted one application for revocation of certification and issued Reasons for Judgment rejecting one other such application. During the month the Board received eight applications for certification.

Applications for certification granted. Seafarers' International Union of Canada on behalf of a unit of unlicensed employees employed upon the vessel "Irvingwood" by Kent Line Limited, Saint John, N.B. (Reasons for Judgment issued as Supplement No. 1, 1972) (LG, Nov. 1971, p. 746).

General Truck Drivers and Helpers, Local 31, General Teamsters Union Local 181, General Teamsters Local 362, Chauffeurs, Teamsters and Helpers Local 395, General Drivers, Warehousemen and Helpers Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees (excluding owner-operators) of Millar & Brown Ltd., Cranbrook, B.C. (Reasons for Judgment issued as Supplement No. 1, 1972) (LG, Nov. 1971, p. 747).

General Truck Drivers and Helpers, Local 31, Gener Teamsters Union, Local 181, General Teamsters Loc 362, General Drivers, Warehousemen and Helpers, L cal 979, International Brotherhood of Teamste Chauffeurs, Warehousemen and Helpers of Americ on behalf of a unit of employees of Alltrans Expre Ltd., Burnaby, B.C., based at Burnaby and Terrac B.C., Calgary and Edmonton, Alta., and Winnipe Man. (LG, Nov. 1971, p. 747).

General Truck Drivers and Helpers, Local 31, Gener Teamsters Local 362, International Brotherhood Teamsters, Chauffeurs, Warehousemen and Helpers America on behalf of a unit of employees (excludir owner-operators) of Canadian Freightways Limite Calgary, Alta. (Reasons for Judgment issued as Suppl ment No. 1, 1972) (LG, Nov. 1971, p. 747).

International Association of Machinists and Aerospa Workers on behalf of a unit of mechanics employed the Montreal International Airport, Dorval, Qué., l Lufthansa German Airlines.

Transport Drivers, Warehousemen and Helpers Unio Local 106, International Brotherhood of Teamste Chauffeurs, Warehousemen and Helpers of Americ on behalf of a unit of stockroom employees of Maisl Transport Limited at La Salle, Qué. (LG, Jan., p. 41).

General Truck Drivers' Union, Local 938, Internation Brotherhood of Teamsters, Chauffeurs, Warehouseme and Helpers of America on behalf of a unit of drive and mechanics employed at the Toronto Terminal Roberval Express Limited, Chambord, Qué. (LG, Jar p. 42).

Building material, Construction and Fuel Truck Drive Union, Local 213, International Brotherhood of Tea sters, Chauffeurs, Warehousemen and Helpers of Ame ica on behalf of a unit of engine watchmen employe by The British Yukon Railway Company, Whitehors Y.T. (LG, Feb., p. 89).

ral Drivers, Warehousemen and Helpers, Local
International Brotherhood of Teamsters, Chauf-
. Warehousemen and Helpers of America on be-
of a unit of drivers and yardmen of Midland Supe-
xpress Limited, Calgary, Alta., working in and out
terminal at Lynn Lake, Man. (LG, Feb., p. 89).

ications for revocation. The Board rejected an ap-
tion made by the Association des Employés de
R Radio Trois-Rivières Limitée for revocation of
rder of certification issued by the Board of Febru-
17, 1971, which certified Le Syndicat des Journa-
de Montréal as the bargaining agent of a unit of
oyees of CJTR Radio Trois-Rivières Limitée,
s-Rivières, P.Q. (Reasons for Judgment issued as
lement No. 1, 1972) (LG, Jan. 1971, p. 50; May
, p. 329).

Board granted an application made by Gagnon Air
ice Ltée, Chicoutimi, Qué., for revocation of the or-
of certification issued on December 16, 1970, to the
licat des Employés de l'aviation régionale (CSN).
Board found that the Syndicat had abandoned and
d to discharge its responsibilities as bargaining
t for the unit of employees for which it had been
fied (LG, Feb., p. 89; 1970, p. 881; March 1971, p.
.

resentation vote ordered. Cartage & Miscellaneous
loyees Union, Local 931, International Broth-
od of Teamsters, Chauffeurs, Warehousemen and
ers of America, applicant, Lapointe Transport
itée, Longueuil, Qué., respondent. A number of em-
ees within the proposed unit intervened to contest
application (Returning Officer: J. J. de G. Loranger)
, Feb., p. 89).

lications for certification received. Teamsters,
uffeurs, Warehousemen & Helpers, Local 91,
nsport Drivers, Warehousemen & Helpers, Local
General Truck Drivers, Local 938, International
herhood of Teamsters, Chauffeurs, Warehousemen
Helpers of America on behalf of a unit of employ-
of Capital Transport Limited, Ottawa, Ont. (Investi-
ng Officer: J. G. Hoba).

General Truck Drivers and Helpers Union, Local 31, General Teamsters, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Yukon Freight Lines Ltd., Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Syndicat des Employés de C.H.N.C. New Carlisle (CSN) on behalf of a unit of employees of Compagnie Gaspésienne de Radiodiffusion Limitée, New Carlisle, Cte. Bon., P.Q. (Investigating Officer: M. Archambault).

Canadian Telecommunications Union, Division No. 1, United Telegraph Workers on behalf of a unit of radio technicians employed by Canadian Pacific Limited, Montreal, Que. (Investigating Officer: J. J. de G. Loranger).

General Truck Drivers & Helpers, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Davinder Freightways Ltd., Duncan, B.C. (Investigating Officer: G. W. Rogers).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees Radio Cape Breton Limited, Sydney, N.S. (Investigating Officer: R. L. Kervin).

Cartage & Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Dubuc Tank Lines Limited, Montreal, Qué. (Investigating Officer: M. Archambault).

Canadian Air Line Employees Association on behalf of a unit of employees employed in Canada in the finance branch of Air Canada, Montreal, Qué. (Investigating Officer: H. A. Fisher).

IAM membership poll

The International Association of Machinists and Aerospace Workers in Canada has just completed a comprehensive membership survey. In the first week of October 1971, questionnaires were mailed to more than 800 IAM members selected at random by a computer, based on every thirtieth name of the membership mailing list. Because of differing factors affecting membership in Québec, these members were not included in the poll. A special poll of the Québec membership may be taken later.

The response to the survey was 24.62 per cent of the polled. The IAM has more than 53,000 members in 1 locals in Canada. Thirty of its locals are in Québec.

The poll revealed that the majority of the members li their work, but most (65 per cent) rarely or never atte union meetings. The weighted average of those replyi showed that members earn $4.05 an hour.

Here are the complete results of the survey expressed in percentages:

On the whole, would you say you like your work?

A great deal	50
A little	38
Not very much	11
Not at all	1

How often do you go to union meetings?

Always	12
Often	23
Seldom	53
Never	12

Do you know the name of your shop steward?

Yes	94
No	6

Have you ever gone to him?

Yes	63
No	37

If you had a problem at work, d you feel the grievance procedur would do an excellent, pret good, only fair, or poor job taking care of it?

Excellent	
Pretty good	
Only fair	
Poor	

kind of job would you say
aders of your local union
oing?
ent 10
good 43
fair 29
..... 16
ure 2

ou feel that a person should
to join a union in order to
job where you work?

..... 70
..... 28
ure 2

t, should they still have to
nion dues?
..... 65
..... 22
sure 5
sed to reply 8

you see yourself as middle
or working class?
dle class 30
king class 70

you feel that your union
ld take a position on issues
are not related to work—such
ollution, housing, public
it—or do you feel it should
ict itself to things related
to work?
ld take other positions 40
ld restrict itself 50
sure 10

Do you feel that unions are behaving in a responsible way when they ask for higher wages?
Yes 66
No 23
Not sure 11

In the last bargaining round, was what your union settled for too much, too little or just right?
Too little 35
Just right 56
Not sure 9

What approximately is your hourly wage?
$1.50-1.99 1
$2-2.49 3
$2.50-2.99 12
$3-3.49 11
$3.50-3.99 20
$4-4.49 22
$4.50-4.99 10
$5 plus 18
Pensioner 3

Do you feel that laws passed by provincial or federal governments affect your standard of living?
Yes 75
Very little 18
No 2
Not sure 5

Do you feel unions should support a political party or not?
Should support 38
Should not support 52
Not sure 10

In politics, do you normally think of yourself as:
Liberal 16
NDP 42
PC 11
Social Credit 4
Independent 10
Not sure 10
Refused to answer 7

If you feel they should support a political party, which one do you feel it should be?
Liberals 4
NDP 87
Conservatives 3
Social Credit 1
Not sure 5

In the last federal election (1968) did you vote:
Liberal 27
NDP 36
PC 12
Social Credit 3
Did not vote 16
Refused to answer 6

If a federal election were held today, would you vote:
Liberal 15
NDP 45
PC 11
Social Credit 2
Not sure 20
Refused to answer 7

Railway arbitration

Six disputes were dealt with by the Canadian Railway Office of Arbitration on December 14, 1971. Grievances were dismissed in four cases and two grievances succeeded.

Case No. 325: Dispute between the Québec North Shore and Labrador Railway and the Brotherhood of Maintenance of Way Employees over the discharging of a section foreman.

A passenger train that usually carried men working on the line to a terminal on Fridays was cancelled because of an illegal strike by members of another union. When this was announced, a section foreman said that he would incite employees not to work on the weekend. Although the crew said they would not work, they were persuaded to do so on the Saturday. On the Saturday night, the motorcar for which the section foreman was responsible disappeared.

Later, two cars carrying a group of men were flagged down at a junction 120 miles from their base. The grievor was on the lead car and acted as spokesman for the group. The roadmaster told him that he was suspended and that he and the others should remain at the junction where accommodation was available. They continued on.

The arbitrator said that the section foreman "obviously misconducted himself in a most serious way. He incited employees to what would have been an illegal strike, he took the motorcar without authorization, he moved it on the track without obtaining the permit that he well knew was required, and he paid no heed whatever to the proper instructions of his superiors." He agreed that this "unauthorized joy-ride" was a serious offence and "merited the most severe discipline." The union argued that the company's failure to provide the usual passenger train was the cause of the incident. But this cancellation did not justify the grievor's behaviour, said the arbitrator. He agreed with the company's decision to discharge the section foreman.

Case No. 326: Dispute between the Québec North Shore and Labrador Railway and the Brotherhood of Maintenance of Way Employees over the discharge of an employee.

As in Case No. 325, the section foreman took a mo car without authorization. In this case, the grievor another foreman drove the car about 39 miles along track where he stopped to ask the roadmaster at t point for permission to proceed further. Permission refused and he was told to take the car off the track leave it there. He did so. The foreman was l discharged.

The arbitrator said that the foreman had committe serious error in taking the vehicle but he disagreed w the severity of the punishment. He said that a susp sion of two months would have been enough, and asi that the foreman be reinstated and be compensated his loss of earnings for the period from two months a his discharge.

Case No. 327: Dispute between CN and the Canad Brotherhood of Railway, Transport and General W ers over pay for layover time.

The crew were required to stay in service beyond hours or days shown on the Operation of Run St ment. They left their home terminal and arrived at t destination as scheduled. Rest was deducted for t stay at the away-from-home terminal. They depa for home, but because of a derailment, they had to turn to their departure point. They left again the sa day. The union asked for layover pay.

The run statement gives an example of a delayed op ation that does not provide for the deduction of on that day. The company said, however, that this p vision did not apply "in respect of time released fr duty." But the agreement makes clear, said the a trator, that "where employees are still in service on d when they would otherwise expect not to be, no res deductible." If events had gone as scheduled, the would have been a day of layover at their home ter nal. "It would be no solace to them to be told they w 'out of service' for that time, for their being in that lo tion at all was the direct result of the delay referred t the agreement." The company then argued that res only provided "with respect to night hours."

The arbitrator said that it is not a "question of whet employees in fact rest at any particular time but rat one of the amounts of time with respect to each da the operation, to be deducted from the time for wh employees may claim payment." The agreement sh several instances of days for which no rest is deducti "This is not to say that the employees may not rest such days, it is only the method which the parties h

d to for compensating employees in the situations ıich the article applies." The arbitrator said that rticle did apply in this case and he allowed the ance.

No. 328: Dispute between CN and the Canadian erhood of Railway, Transport and General Work- er the dispatching of crews.

ıse of a derailment, crews arrived at their home nal out of the order of their departure. They were dispatched in order of their arrival. The union dis- d with this procedure. The company relied on an e of the agreement that says: "When the sequence operation is disrupted at the home terminal for ever reason, such operation will be restored on a in, first out' basis, and crews will continue in this ence when normal operations are resumed." The rator said that crews that left before the derailment delayed in returning, crews that left after the de- ent returned much more quickly than expected. ordingly, the company quite properly dispatched a that had arrived earlier rather than the crew that ust arrived, even though the latter would, in nor- circumstances, have gone out on that day." He dis- d the grievance.

No. 329: Dispute between CN and the Canadian erhood of Railway, Transport and General Work- ver the implementation of a new control system at press office.

greement had been reached to establish the classi- on of Vehicle Service Clerk to receive customer calls for the picking up of parcels and freight and to relay these calls to motormen. Four years later, the company implemented a new control system under which the clerks continued to receive the calls; but then they were to relay them to a non-scheduled grid controller who did the dispatching. The union claimed that the company was transferring work from a member of the bargaining unit to others, thus violating the collective agreement. The arbitrator found no provision in the collective agreement prohibiting this alteration and said that the agreement about the clerks was not a part of the agreement. He said, however, that the letter of agreement contained "assurances that the 'main functions' of supervisors would not be to perform bargaining-unit work." The work in question was not a 'main function,' he said. He dismissed the grievance.

Case No. 330: Dispute between CP Rail and the United Transportation Union over the cancellation of an assignment.

A crew was called to assist a crew whose engine had broken down. They reported for duty, but before they left, the other engine was restored to working order. The assignment was then cancelled and they were paid for 37.5 miles in accordance with a provision of the agreement. The union asked for a day's pay. The agreement says: "When trainmen are called and cancelled, they will be paid through freight rates with a minimum of 37.5 miles if cancelled after reporting for duty and 18.75 if cancelled before reporting for duty . . . Trainmen held for duty and not used . . . will be paid 100 miles . . ." The grievors' assignment, in this case, was cancelled after reporting for duty and they did not take out "a run." The arbitrator agreed with the pay given by the company. He dismissed the grievance.

ecisions of the umpire

3024: The claimant, 20 years of age, filed an appli- n for benefit in which he indicated that he was last oyed as a rug cleaner from April 25 to July 4 of the year. He "quit his job as he did not get along with oss." On the evidence before him, the insurance of- notified the claimant that he was disqualified from ving benefit under the Act from July 5 to August 15 had left his employment voluntarily "without just ."

The employer reported to the area office that "the difference of opinion over hair style caused the claimant to resign." This report had not been received in the area office at the time of the insurance officer's decision. The claimant subsequently appealed to the board of referees, stating that when he was hired he had a beard, a moustache, fairly long hair, and there was nothing said about it. A few months later, the employer asked him to

shave or get a haircut. The claimant complied with that request and got his hair cut "reasonably short," but he was told later that it was not short enough.

In addition, the claimant said that, on one occasion, he was sent to get coffee for the staff. When he gave the owner his coffee, the latter asked him why he did not get any for the other employees, to which the claimant replied "I did." A short while later, the employer told the claimant to have another haircut, or leave. By then, the claimant was so exasperated over the whole matter, that he quit his job.

The claimant was not in attendance when the board of referees convened. The majority of the board accepted the claimant's statement that he quit his job "because he did not get along with his boss." They, therefore, came to the conclusion that he had left his employment voluntarily on July 4, without just cause. By a majority decision, the board dismissed the appeal. The dissenting member stated that his colleagues did not agree with his suggestion that additional information be requested from the former employer, based on the fact that the claimant had mentioned in his appeal that the employer had issued the ultimatum "get another haircut or leave."

The dissenting member felt it was a person's privilege to wear his hair in any manner that was acceptable to his employer at the time of his hiring; that there was no evidence before the board suggesting the claimant had radically changed his appearance; and that, therefore, the ultimatum was unjust. The claimant then appealed to the Umpire. In reply to a request for additional information, the former employer advised the area office by telephone that he had no objection to long hair, provided that it was neatly kept; that when the claimant was hired, his hair was collar length, and both his hair and beard were clean and kept neatly trimmed. The employer had been vacationing, and upon his return, he noticed that the claimant's hair and beard were very untidy. He then asked the claimant to have them trimmed, and this the claimant did. Some two weeks later, the claimant was again requested to have his beard and hair trimmed "or he would have to leave." The claimant quit his job.

The employer stated that the claimant should not have had to be told a second time about this untidy condition, but should have gone to the barber shop of his own accord. While the claimant worked in a servicing department, he was frequently required to be in the employer's store, and this was the reason why his appearance had to be neat, as on these occasions he was in the view of customers.

The former employer advised also the area office t he was quite willing to hire boys with long hair, i thought he could help them, as long as they did t share toward keeping themselves presentable.

The Commission's Chief, Entitlement Determinat submitted observations that read in part: "When employer first requested the claimant to have his cut and the claimant complied, it was reasonable him to expect that the claimant would continue to k his hair at an acceptable length. The employer's sec request to the claimant, which was made some w after the first request, was therefore not a reques have his hair cut shorter than he had cut it the first ti as indicated by the claimant in his appeal to the U pire, but a reminder to him to have his hair cut ularly and maintained at an acceptable length.

"The employee, having complied with the first req of the employer, accepted the fact that a certain s dard of appearance was required of him. Under the cumstances, it does not appear that the second req of the employer was unreasonable or an infringer on the claimant's liberty. Neither was it a new condi of work being placed on the claimant or a withdraw a long-standing condition. It is therefore considered the claimant acted hastily and that he did not have cause for refusing to carry out his employer's reque for leaving his employment without assurance of o work."

The umpire wrote in his report: "These are days w there is a large volume of unemployment of yo people, and it is often difficult for them to find emp ment. I think that the claimant acted rashly and n his own best interests when he left his employ without having any other job to go to and put himse the ranks of unemployed persons. His preferenc unemployment and unemployment insurance be over the employment he had is not justifiable. He not have just cause for voluntarily leaving his emp ment. The disqualification imposed by the insuranc ficer is upheld and the appeal is dismissed."

ublications the library

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publications listed below are recent acquisitions. y may be borrowed through a local library (busi-, university, public etc.) or directly if there is no lo-ibrary. Please indicate the publication numeral, and month listed, when requesting loans.

ident prevention

1—Canada. Department of Labour. Accident Pre-tion and Compensation Branch. Canada safety in-ction guide; a guide respecting the conduct of safety ections in workplaces subject to the Canada Labour le, Part IV, for the purpose of ensuring compliance its regulations. [Ottawa, 1971] 102 p.

nk employees

2—Bossen, Marianne. Manpower utilization in Ca-ian chartered banks. [Ottawa, Information Canada, 1] 60 p.

siness

3—Conference Board. Business and the develop-nt of ghetto enterprise, by James K. Brown and Sey-ur Lusterman. [New York, 1971] 105 p.

4—Conference Board. Planning and forecasting in smaller company, by Jeremy Bacon. New York, 1. 30 p.

5—Davis, Keith. Business, society, and environ-nt: social power and social response [by] Keith Davis d] Robert L. Blomstrom. 2d ed. New York, Graw-Hill [c1971] xii, 460 p.

No. 6—Economic Council of Canada. Business education and faculty at Canadian universities, by Max von Zur-Muehlen. [Ottawa, Information Canada, 1971] 269 p.

No. 7—U.S. Small Business Administration. Starting and managing a small retail jewelry store. Washington [G.P.O., 1971] 78 p.

Corporations

No. 8—Dickerson, Robert W. V. Proposals for a new business corporations law for Canada, by Robert W. V. Dickerson, John L. Howard [and] Leon Getz. French translation supervised by Robert J. Bertrand. [Ottawa, Information Canada, 1971] 2v. Contents: v.1. Commentary. v.2. Draft Canada business corporations act.

No. 9—Litvak, Isaiah A. Dual loyalty; Canadian-U.S. business arrangements, by I. A. Litvak, C. J. Maule and R. D. Robinson. Toronto, McGraw-Hill [c1971] xi, 242 p.

No. 10—Tugendhat, Christopher. The multinationals. London, Eyre & Spottiswoode [c1971] xiii, 242 p.

Corporations, Government

No. 11—Mathias, Philip. Forced growth; five studies of government involvement in the development of Canada. With an introduction by Abraham Rotstein. Toronto, Lewis & Samuel, 1971. xii, 180 p.

Economic conditions

No. 12—Kuznets, Simon Smith. Economic growth of nations; total output and production structure. Cambridge, Mass., Belknap Press of Harvard University Press, 1971. xii, 363 p.

No. 13—Organization for Economic Cooperation and Development. Economic Policy Committee. Working Party No. 4. Present policies against inflation, a report. [Paris, 1971] 43 p.

No. 14—Schultze, Charles L. Setting national priorities, the 1972 budget [by] Charles L. Schultze [and others] Washington, Brookings Institution [c1971] xix, 336 p.

Economics

No. 15—Cairncross, Alexander Kirkland. Essays in economic management. London, Allen & Unwin [c1971] 219 p.

No. 16—Rao, Potluri M. Applied econometrics [by] Potluri Rao [and] Roger LeRoy Miller. Belmont, Calif., Wadsworth Pub. Co. [c1971] x, 235 p.

Employees—training

No. 17—Patten, Thomas Henry. Manpower planning and the development of human resources. New York, Wiley-Interscience [c1971] x, 737 p.

Employees' representation in management

No. 18—Adizes, Ichak. Industrial democracy: Yugoslav style; the effect of decentralization on organizational behavior. New York, Free Press [c1971] xxi, 297 p.

Industrial relations

No. 19—Conference on Labour, New York University. 23rd, 1970. Proceedings. Thomas G. S. Christensen and Andrea S. Christensen, editors. New York, Matthew Bender [1971] 455 p.

No. 20—Great Britain. Commission on Industrial Relations. Facilities afforded to shop stewards. London, H.M.S.O., 1971. 60 p.

No. 21—Rowe, David Knox. Industrial relations management for profit and growth. [New York] American Management Association [1971] xii, 337 p.

Labouring classes

No. 22—Cole, Robert E. Japanese blue collar; the changing tradition. Berkeley, University of California Press, 1971. xi, 300 p.

No. 23—Deeny, James. The Irish worker; a demographic study of the labour force in Ireland. Dublin, Institute of Public Administration [c1971] xi, 97 p.

No. 24—Ontario White Collar Conference Toronto, 1971. [Report. Ottawa, White Collar Committee, Canadian Labour Congress, 1971] 1v. (various pagings) Larry Sefton, chairman. Contents: White-collar orga izing challenges, by W. Donald Wood. New trends white-collar employment, by Russell Bell. White-coll organizing in manufacturing [panel discussion]. Whit collar organizing in the public sector [panel discussio Trade union educational needs of white-collar loc [panel discussion]. Problems of the law in white-coll organization [panel discussion]. Relationship betwe white-collar and blue-collar groups [panel discussio New goals for collective bargaining [panel discussio The problems of unit erosion and bargaining unit sco [panel discussion]. What should white-collar locals do participate fully in the trade union movement [par discussion]. Evaluation and closing remarks by cha man Larry Sefton.

Management

No. 25— Reddin, William James. Effective managem by objectives; the 3-D method of MBO. New Yo McGraw-Hill [c1971] xiii, 224 p.

Population

No. 26—U.S. Commission on Population Growth and American Future. Population growth and America's ture; an interim report to the President and the C gress. [Washington, G.P.O., 1971] vii, 49 p.

Productivity of labour

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Labour statistics

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previ Y
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended December 11, 1971	December	8,655	—	+
Employed	December	8,125	− 0.3	+
Agriculture	December	439	− 6.8	−
Non-agriculture	December	7,686	+ 0.1	+
Paid workers	December	7,115	− 0.1	+
At work 35 hours or more	December	6,463	+24.6	+
At work less than 35 hours	December	1,413	−47.2	+
Employed but not at work	December	250	−13.2	+
Unemployed	December	530	+ 5.4	−
Atlantic	December	69	+27.8	+
Québec	December	186	+ 6.3	−
Ontario	December	147	− 1.3	+
Prairie	December	64	+ 8.5	−
British Columbia	December	64	− 3.0	−
Without work and seeking work	December	493	+ 2.7	−
On temporary layoff up to 30 days	December	37	+68.2	−
INDUSTRIAL EMPLOYMENT (1961 = 100)†	October	130.7	− 0.8	+
Manufacturing employment (1961 = 100)†	October	124.0	− 0.8	+
IMMIGRATION	1st 9 mths 1971	940.05	—	−
Destined to the labour force	1st 9 mths 1971	483.77	—	−
STRIKES AND LOCKOUTS				
Strikes and lockouts	December	81	−12.9	+
No. of workers involved	December	14,236	−30.4	−
Duration in man days	December	156,320	−32.8	−
EARNINGS AND INCOME				
Average weekly earnings (ind. comp.)†	October	142.45	+ 1.0	+
Average hourly earnings (mfg.)†	October	3.33	+ 0.3	+
Average weekly hours paid †	October	40.4	+ 0.2	+
Consumer price index (1961 = 100)	January	136.7	+ 0.3	+
Index numbers of weekly earnings in 1961 dollars (1961 = 100)‡	October	134.1	+ 0.5	+
Total labour income (millions of dollars)†	September	4,529.7	+ 0.9	+
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	December	183.0	+ 0.8	+
Manufacturing	December	178.0	+ 0.7	+
Durables	December	200.9	+ 0.4	+
Non-durables	December	159.8	+ 1.0	+
NEW RESIDENTIAL CONSTRUCTION**				
Starts	December	15,007	−20.7	−
Completions	December	14,931	−11.5	+
Under construction	December	145,885	− 0.4	+

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, w in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

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The Labour Gazette

Official Journal Canada Department of Labour

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THE LABOUR GAZETTE and LA GAZETTE DU TRAVAIL published monthly by the Canada Department of Labour, Public Relations and Information Services Branch, R. Brian O'Regan, Director, are indexed in the Canadian Periodical Inc and the Index to Canadian Legal Periodical Literature.
CORRESPONDENCE—Address letters dealing with editoria matters to the Editor, The Labour Gazette.
SUBSCRIPTIONS—Canada: $5 a year, three years $10, sin copies 60 cents; all other countries: $7 a year, three years $ single copies 75 cents.
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